

Defense Organizational Climate Survey (DEOCS) Report

Organization: H&HS

Commander/Director: [REDACTED]

Admin Number: 2000402

Wednesday, February 12, 2020

**Office of People Analytics (OPA)
Health & Resilience Division**

Management or disciplinary actions should not be taken based solely on the results of this report.

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TABLE OF CONTENTS

| | Page |
|---|------|
| I. How to Interpret your DEOCS | 3 |
| II. Demographic Breakout | 5 |
| III. Overall Unit Summary | 6 |
| IV. Climate Factor Subgroup Comparisons | 9 |
| V. DEOCS Summary of Survey Item Responses | 11 |
| VI. Recommendations | 26 |
| Appendix A: Your Locally Developed Questions | 28 |
| Appendix B: Your Short-Answer Questions | 31 |
| Appendix C: Written Comments from Your Organization | 64 |

PLEASE READ CAREFULLY

Careful deliberation should be taken prior to making any management or disciplinary decisions based solely on the survey results.

The DEOCS report provides valuable information about members' perceptions of the organization's climate. It is important to review all sections in this report. Compare the information presented in *Section III, Overall Unit Summary*; *Section IV, Climate Factor Subgroup Comparison*; *Section V, DEOCS Summary of Survey Item Responses*; along with *Appendix, Written Comments from Your Organization*. Doing so can help create a more complete picture and help validate potential areas of concern.

Recommend organizations use multiple approaches, including individual interviews and/or focus groups, observations, and reviews of records and reports to more comprehensively characterize the command's climate.

For example, the climate factor subgroup comparisons provided in *Section IV* can help identify subgroups with lower favorability ratings, and conducting focus groups and interviews with members of these subgroups can clarify their perceptions regarding a climate factor, and the reasons why these perceptions exist.

For information regarding climate factors, focus group/interview questions, and/or additional materials to assist with action planning, please visit "Assessment to Solutions" at:

<https://www.deocs.net>

I. HOW TO INTERPRET YOUR DEOCS

1. Start by looking at the demographic breakout in *Section II, Demographic Breakout*. The table displays the number of respondents by their demographic features. Survey respondents can select different options when completing the demographic portion of the survey, so numbers may not match the total personnel assigned. Determine how closely participants in each demographic group represent the overall assigned population. Note: disparities in responses presented in the tables throughout the report are due to missing or erroneous responses.
2. Identify areas of concern and strength (both for your overall unit and subgroups) using the color-coded comparisons:
 - a. Unit: Examine *Section III, Overall Unit Summary* to compare your unit's favorability* percentage to units of a similar organization function, and your parent Service branch on each DEOCS factor.
 - b. Subgroups: Examine *Section IV, Climate Factor Subgroup Comparisons* to compare perceptions among subgroups. No data are displayed in cases where fewer than five people in any subgroup complete the survey.
3. Examine the item-level results using the favorable/unfavorable response rates in *Section V, DEOCS Summary of Survey Item Responses*. This can help identify those items with high levels of unfavorable responses.
4. Examine the written comments associated with an area of concern to determine whether any of the comments reflect negative perceptions that may help explain the numerical findings. Comments can be easier to analyze if they are broken into themes.
5. Based on the degree of favorability of the item-level responses and written comments, determine if the apparent climate of your unit or any subgroup(s) warrants further action.
6. In such cases, use those findings to guide follow-on climate assessment actions (e.g., determine the demographic composition of focus groups and the topics to discuss with them; identify records and reports to analyze to validate perceptions, develop a plan of action to correct validated issues, etc.). For more strategies to create a healthier command climate, refer to *Section VI, Recommendations*.

* Note: There are seven response options for each item that range from unfavorable to favorable. Because the scale has a 7-point range, three of the response options are categorized as unfavorable (e.g., strongly disagree, disagree, slightly disagree), one response option is considered neutral (neither agree nor disagree), and three response options are categorized as favorable (e.g., slightly agree, agree, strongly agree). Negative worded items noted with an asterisk (*) have their scales reversed. Therefore, a favorability percentage would be interpreted as the average of your favorable response options summed.

HOW TO INTERPRET DEOCS COLOR CODING

| Color Coding | Category | Criteria | General Interpretation |
|--------------|--------------------|--|--|
| Green | Excellent | 90% and above favorable responding | <ul style="list-style-type: none"> • Almost complete unit endorsement of scale • Area of excellence and maintenance/stability actions recommended |
| Blue | Adequate | Between 70% and 89% favorable responding | <ul style="list-style-type: none"> • Majority of unit endorsed scale and reached recommended endorsement threshold (70%) • Area not of concern but room for improvement |
| Yellow | Caution | Between 50% and 69% favorable responding | <ul style="list-style-type: none"> • Majority of unit endorsed scale but did not reach recommended endorsement threshold (70%) • Area flagged for concern. Actions should be considered to boost endorsement |
| Red | Improvement Needed | Below 50% favorable responding | <ul style="list-style-type: none"> • Majority of unit did NOT endorse scale • Area of great concern and corrective actions should be taken ASAP |

II. DEMOGRAPHIC BREAKOUT

Table 1: Demographic Representation

| REPRESENTATION | | |
|---|--------|---------|
| H&HS | Number | Percent |
| Majority | 128 | 44.8% |
| Minority | 118 | 41.3% |
| Declined to Respond | 40 | 14.0% |
| American Indian or Alaskan Native | 8 | 2.8% |
| Asian | 6 | 2.1% |
| Black | 17 | 5.9% |
| Native Hawaiian or Other Pacific Islander | 4 | 1.4% |
| White | 175 | 61.2% |
| Selected Multiple Races | 7 | 2.4% |
| Declined to Respond | 69 | 24.1% |
| Hispanic | 85 | 29.7% |
| Not Hispanic | 166 | 58.0% |
| Declined to Respond | 35 | 12.2% |
| Women | 32 | 11.2% |
| Men | 254 | 88.8% |
| Junior Enlisted (E1 - E6) | 235 | 82.2% |
| Senior Enlisted (E7 - E9) | 26 | 9.1% |
| Warrant Officer (WO1 - CW5) | 5 | 1.7% |
| Junior Officer (O1 - O3) | 10 | 3.5% |
| Senior Officer (O4 - Above) | 5 | 1.7% |
| Junior Federal Civilian (Grades 1 - 12) | 3 | 1.0% |
| Senior Federal Civilian (Grades 13 - SES) | 0 | 0.0% |
| Non-Appropriated Funds (NAF) | 0 | 0.0% |
| Wage Grade (WG/WS/WL) | 0 | 0.0% |
| Other | 2 | 0.7% |
| Supervisor (civilian only) | 1 | 33.3% |
| Non-Supervisor (civilian only) | 2 | 66.7% |

Total

286

For the majority/minority subgroup categories, the majority category includes all respondents who listed their race as "White," and their ethnicity as "not Hispanic." All respondents who select any other race and/or Hispanic are included in the minority subgroup; the "Declined to Respond" designation includes those respondents whose responses to the race and ethnicity items render it impossible to classify them as majority or minority.

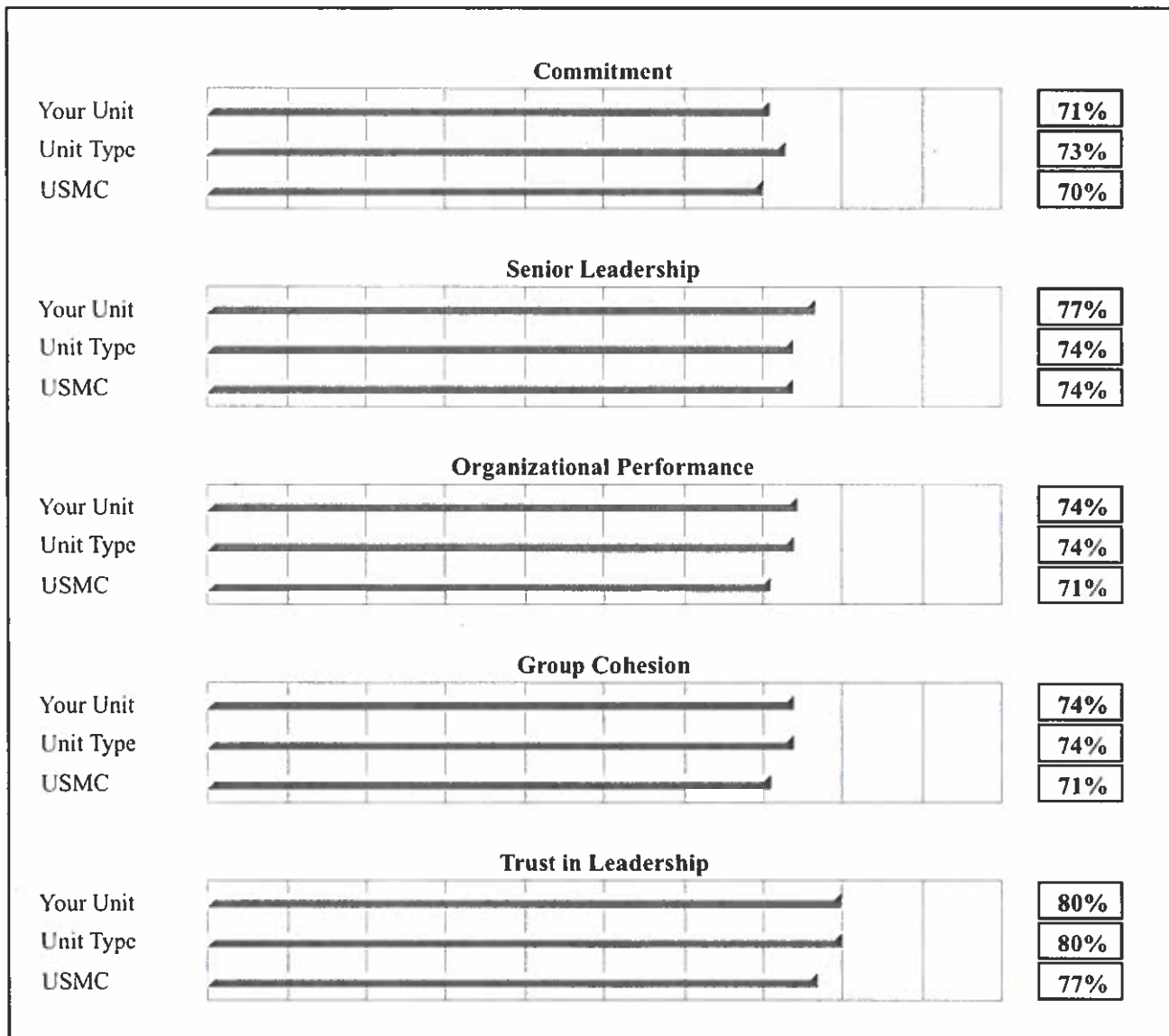
All Warrant Officers (WO1 - CW5) will be combined with Junior Officers in *Section IV, Climate Factor Subgroup Comparison*. Additionally, all Wage Grade and Non-Appropriated Fund civilians will not be in the Junior/Senior Civilian breakout within *Section IV, Climate Factor Subgroup Comparison*.

III. OVERALL UNIT SUMMARY

The figure below compares your organization's favorability ratings for each climate factor against units in your Service with similar functions (Unit Types), and to your parent Service. Unit Type and Service favorability ratings are updated on a bi-annual basis, during the first half or second half of the fiscal year. The block to the right of each figure displays your organization's favorability rating and will be color-coded green, blue, yellow, or red. Please refer to How to Interpret DEOCS Color Coding on page 4 for more information regarding the DEOCS color-coding convention. To understand how the Service and Unit Type favorability ratings were calculated and considerations for assessing the generalizability these results, contact the DEOCS Support Team. Some Unit Type favorability ratings are unavailable as an insufficient number of that Unit Type completed the DEOCS, thus a representative sample was not obtained.

Figure 2: Unit Summaries

Unit Type = HQ Cmd (MARFOR, IPAC, LSSS, HQBn and H&Svc Bn



Improvement Needed
Below 50% favorable
responses

Caution
Between 50-69% favorable
responses

Adequate
Between 70-89% favorable
responses

Excellent
90% and above favorable
responses

Figure 2 (cont): Unit Summaries

Unit Type = HQ Cmd (MARFOR, IPAC, LSSS, HQBn and H&Svc Bn

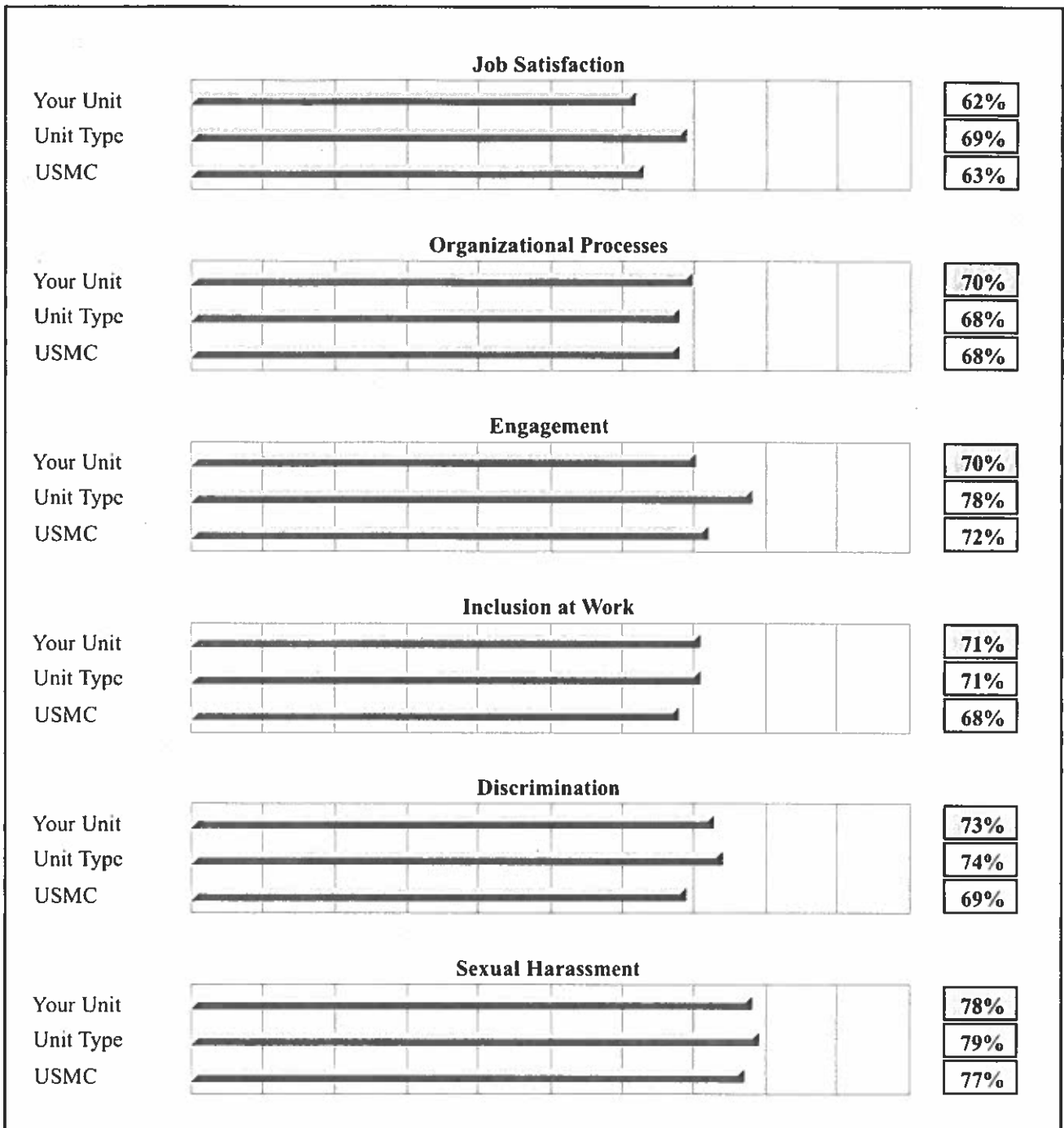
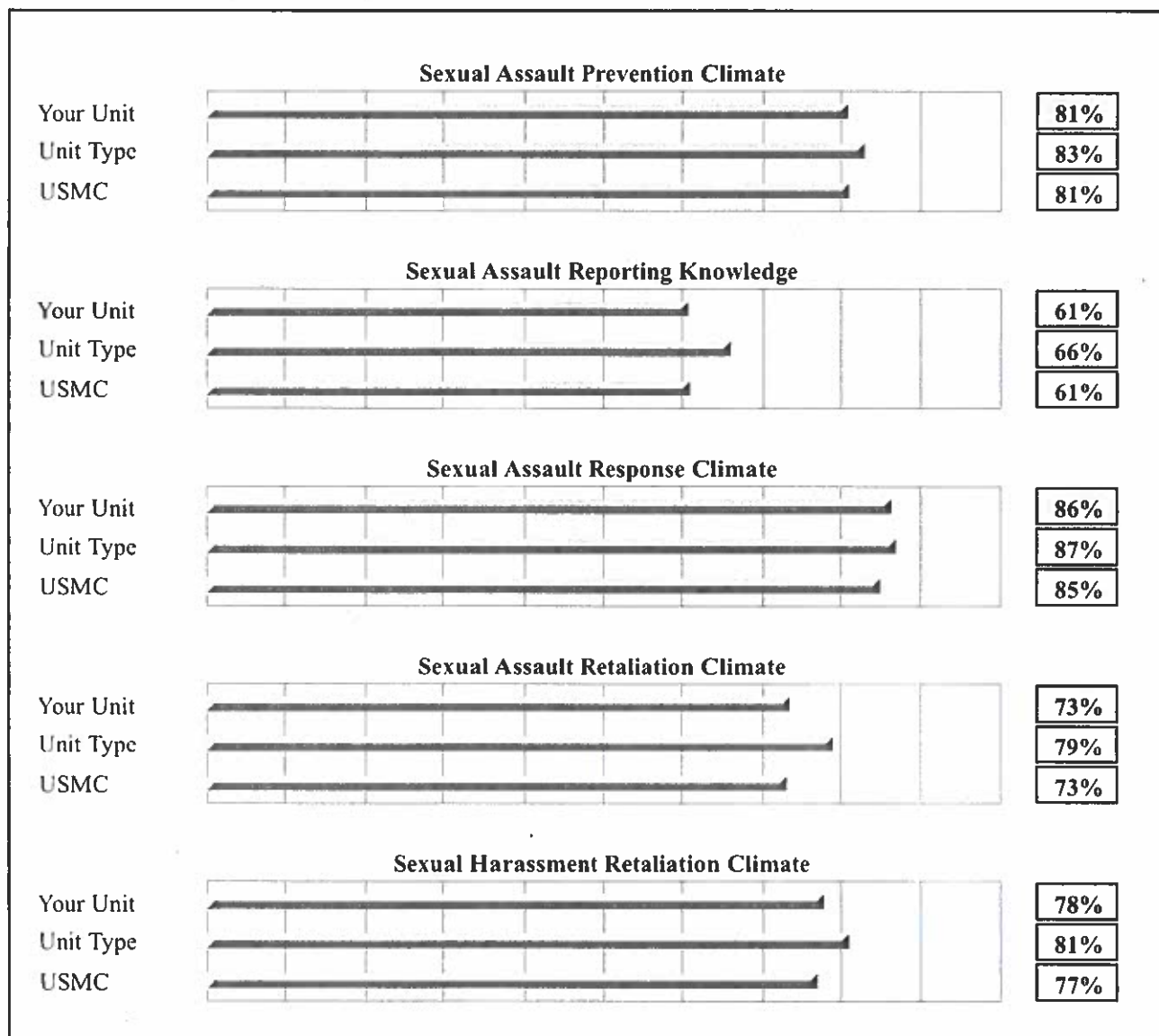


Figure 2 (cont): Unit Summaries

Unit Type = HQ Cmd (MARFOR, IPAC, LSSS, HQBn and H&Svc Bn



Improvement Needed
Below 50% favorable
responses

Caution
Between 50-69% favorable
responses

Adequate
Between 70-89% favorable
responses

Excellent
90% and above favorable
responses

IV. CLIMATE FACTOR SUBGROUP COMPARISONS

Organizational Effectiveness Factors

The following figure displays the **Organizational Effectiveness (OE)** Factor favorability ratings by demographic subgroup. No data are displayed in cases where fewer than five people in a subgroup completed the survey; this helps maintain respondent anonymity. Refer to *Section V, DEOCS Summary of Survey Item Responses* to view the respective item level response frequencies for each factor.

Figure 3: OE Subgroup Comparison

| H&HS | | | | | | | | |
|------------------------------|--------|---------------|-------------|----------------|-----------------|---------------|-------------|--------|
| Organizational Effectiveness | | | | | | | | |
| | Commit | Senior Leader | Org Perform | Group Cohesion | Trust in Leader | Job Satisfact | Org Process | Engage |
| Minority | 77% | 83% | 82% | 82% | 88% | 69% | 77% | 74% |
| Majority | 70% | 79% | 74% | 72% | 77% | 56% | 70% | 68% |
| Women | 71% | 78% | 74% | 71% | 77% | 64% | 66% | 53% |
| Men | 71% | 77% | 75% | 74% | 80% | 62% | 70% | 72% |
| Enlisted | 70% | 76% | 75% | 73% | 80% | 60% | 70% | 69% |
| Officer | 85% | 90% | 82% | 85% | 89% | 83% | 82% | 92% |
| Junior Enlisted | 69% | 75% | 74% | 72% | 79% | 60% | 68% | 67% |
| Senior Enlisted | 77% | 84% | 79% | 86% | 88% | 67% | 85% | 83% |
| Junior Officer | 80% | 87% | 76% | 80% | 85% | 78% | 76% | 89% |
| Senior Officer | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Military | 71% | 77% | 75% | 74% | 80% | 62% | 71% | 70% |
| Civilian | | | | | | | | |
| Junior Civilian | | | | | | | | |
| Senior Civilian | | | | | | | | |
| Non-Supervisor | | | | | | | | |
| Supervisor | | | | | | | | |
| Your Unit | 71% | 77% | 74% | 74% | 80% | 62% | 70% | 70% |

Improvement Needed
Below 50% favorable
responses

Caution
Between 50-69% favorable
responses

Adequate
Between 70-89% favorable
responses

Excellent
90% and above favorable
responses

**Equal Opportunity / Equal Employment Opportunity / Fair Treatment
& Sexual Assault Prevention and Response Climate Factors**

The following figure displays the EO / EEO / Fair Treatment & SAPR Climate Factor favorability ratings by demographic subgroup. No data are displayed in cases where fewer than five people in a subgroup completed the survey; this helps maintain respondent anonymity. Refer to *Section V, DEOCS Summary of Survey Item Responses* to view the respective item level response frequencies for each factor. SH and SA refer to Sexual Harassment and Sexual Assault respectively.

Figure 4: EO/EEO/Fair Treatment & SAPR Subgroup Comparisons

| | H&HS | | | | | | | |
|-----------------|------------------------------|----------------|-----------|-----------------------|-------------------|----------------------------|--------------------|-----------------------|
| | EO/EEO/Fair Treatment | | | | SAPR | | | |
| | Inclusion | Discrim | SH | SH Retaliation | SA Prevent | SA Report Knowledge | SA Response | SA Retaliation |
| Minority | 79% | 74% | 81% | 85% | 86% | 59% | 88% | 79% |
| Majority | 70% | 74% | 81% | 78% | 80% | 64% | 86% | 75% |
| Women | 72% | 70% | 73% | 74% | 76% | 63% | 79% | 74% |
| Men | 71% | 73% | 79% | 78% | 81% | 61% | 87% | 73% |
| Enlisted | 70% | 72% | 77% | 77% | 80% | 59% | 86% | 72% |
| Officer | 92% | 89% | 90% | 99% | 95% | 88% | 99% | 98% |
| Junior Enlisted | 68% | 71% | 77% | 75% | 79% | 57% | 85% | 70% |
| Senior Enlisted | 83% | 79% | 86% | 93% | 90% | 77% | 94% | 92% |
| Junior Officer | 89% | 90% | 87% | 99% | 94% | 89% | 99% | 98% |
| Senior Officer | 100% | 89% | 100% | 100% | 97% | 83% | 100% | 100% |
| Military | 71% | 73% | 78% | 78% | 81% | 61% | 87% | 74% |
| Civilian | | | | | | | | |
| Junior Civilian | | | | | | | | |
| Senior Civilian | | | | | | | | |
| Non-Supervisor | | | | | | | | |
| Supervisor | | | | | | | | |
| Your Unit | 71% | 73% | 78% | 78% | 81% | 61% | 86% | 73% |

Improvement Needed
Below 50% favorable
responses

Caution
Between 50-69% favorable
responses

Adequate
Between 70-89% favorable
responses

Excellent
90% and above favorable
responses

V. DEOCS SUMMARY OF SURVEY ITEM RESPONSES

The following tables and figures provide the item-level response frequencies across all the DEOCS factors. The total percentage of responses and color coding for each factor mirror those found for that factor in *Section III: Overall Unit Summary*. Factor results for Bystander Intervention, Sexual Assault Reporting Knowledge, Unwanted Workplace Experiences, Connectedness, Hazing, and Bullying are presented at the end of the following tables due to different response scales. Only favorable response totals are presented in the color shaded area.

Table 2.1 Commitment

| Question | Strongly Disagree | Disagree | Slightly Disagree | Neither Agree nor Disagree | Slightly Agree | Agree | Strongly Agree |
|--|-------------------|----------|-------------------|----------------------------|----------------|-----------|----------------|
| I feel like "part of the family" in this workgroup. | 7 (2%) | 11 (4%) | 14 (5%) | 42 (15%) | 33 (12%) | 111 (39%) | 68 (24%) |
| This workgroup has a great deal of personal meaning to me. | 12 (4%) | 18 (6%) | 8 (3%) | 47 (16%) | 42 (15%) | 100 (35%) | 59 (21%) |
| I feel a strong sense of belonging to this workgroup. | 6 (2%) | 20 (7%) | 8 (3%) | 57 (20%) | 42 (15%) | 99 (35%) | 54 (19%) |
| Total | 3% | 6% | 3% | 17% | 14% | 36% | 21% |
| | | 12% | | | | 71% | |

Table 2.2 Senior Leadership

| Question | Strongly Disagree | Disagree | Slightly Disagree | Neither Agree nor Disagree | Slightly Agree | Agree | Strongly Agree |
|--|-------------------|----------|-------------------|----------------------------|----------------|-----------|----------------|
| My senior leader puts processes in place to facilitate the sharing of information throughout the organization. | 8 (3%) | 5 (2%) | 10 (3%) | 44 (15%) | 31 (11%) | 126 (44%) | 62 (22%) |
| My senior leader clarifies our organization's goals and priorities. | 8 (3%) | 9 (3%) | 7 (2%) | 34 (12%) | 30 (10%) | 121 (42%) | 77 (27%) |
| My senior leader communicates a clear vision for the future. | 11 (4%) | 6 (2%) | 12 (4%) | 45 (16%) | 38 (13%) | 109 (38%) | 65 (23%) |
| My senior leader listens to the concerns of the organization's military members and employees. | 11 (4%) | 5 (2%) | 8 (3%) | 43 (15%) | 29 (10%) | 113 (40%) | 77 (27%) |
| Total | 3% | 2% | 3% | 15% | 11% | 41% | 25% |
| | | 9% | | | | 77% | |

Table 2.3 Organizational Performance

| Question | Strongly Disagree | Disagree | Slightly Disagree | Neither Agree nor Disagree | Slightly Agree | Agree | Strongly Agree |
|--|-------------------|-----------|-------------------|----------------------------|----------------|------------|----------------|
| When short suspense/tasks arise, people in my organization do an outstanding job in handling these situations. | 7 (2%) | 7 (2%) | 7 (2%) | 49 (17%) | 39 (14%) | 120 (42%) | 57 (20%) |
| My organization's performance, compared to similar organizations, is high. | 5 (2%) | 9 (3%) | 7 (2%) | 59 (21%) | 36 (13%) | 102 (36%) | 68 (24%) |
| My organization makes good use of available resources to accomplish its mission. | 8 (3%) | 10 (3%) | 9 (3%) | 42 (15%) | 37 (13%) | 119 (42%) | 61 (21%) |
| Total | 2% | 3% | 3% | 17% | 13% | 40% | 22% |
| | | 8% | | | | 74% | |

Table 2.4 Group Cohesion

| Question | Strongly Disagree | Disagree | Slightly Disagree | Neither Agree nor Disagree | Slightly Agree | Agree | Strongly Agree |
|---|-------------------|------------|-------------------|----------------------------|----------------|------------|----------------|
| My workgroup is united in trying to reach its goals for performance. | 6 (2%) | 9 (3%) | 8 (3%) | 43 (15%) | 38 (13%) | 126 (44%) | 56 (20%) |
| We all take responsibility for the performance of the workgroup. | 5 (2%) | 14 (5%) | 15 (5%) | 42 (15%) | 29 (10%) | 119 (42%) | 62 (22%) |
| If members of our workgroup have problems in the workplace, everyone wants to help them so we can get back on task. | 4 (1%) | 20 (7%) | 11 (4%) | 46 (16%) | 38 (13%) | 108 (38%) | 59 (21%) |
| Total | 2% | 5% | 4% | 15% | 12% | 41% | 21% |
| | | 11% | | | | 74% | |

Table 2.5 Trust in Leadership

| Question | Strongly Disagree | Disagree | Slightly Disagree | Neither Agree nor Disagree | Slightly Agree | Agree | Strongly Agree |
|--|-------------------|-----------|-------------------|----------------------------|----------------|------------|----------------|
| I can rely on my immediate supervisor to act in my organization's best interest. | 9 (3%) | 6 (2%) | 3 (1%) | 38 (13%) | 25 (9%) | 112 (39%) | 93 (33%) |
| My immediate supervisor follows through with commitments he or she makes. | 5 (2%) | 6 (2%) | 4 (1%) | 41 (14%) | 29 (10%) | 113 (40%) | 88 (31%) |
| I feel comfortable sharing my work difficulties with my immediate supervisor. | 6 (2%) | 17 (6%) | 9 (3%) | 37 (13%) | 43 (15%) | 101 (35%) | 73 (26%) |
| My immediate supervisor treats me fairly. | 2 (1%) | 4 (1%) | 5 (2%) | 38 (13%) | 18 (6%) | 121 (42%) | 98 (34%) |
| Total | 2% | 3% | 2% | 13% | 10% | 39% | 31% |
| | | 7% | | | | 80% | |

Table 2.6 Job Satisfaction

| Question | Strongly Disagree | Disagree | Slightly Disagree | Neither Agree nor Disagree | Slightly Agree | Agree | Strongly Agree |
|---------------------------------------|-------------------|------------|-------------------|----------------------------|----------------|------------|----------------|
| I like my current job. | 19 (7%) | 17 (6%) | 15 (5%) | 53 (19%) | 45 (16%) | 75 (26%) | 62 (22%) |
| I feel satisfied with my current job. | 20 (7%) | 20 (7%) | 20 (7%) | 52 (18%) | 43 (15%) | 79 (28%) | 52 (18%) |
| I am happy with my current job. | 19 (7%) | 16 (6%) | 19 (7%) | 57 (20%) | 44 (15%) | 73 (26%) | 58 (20%) |
| Total | 7% | 6% | 6% | 19% | 15% | 26% | 20% |
| | | 19% | | | | 62% | |

Table 2.7 Organizational Processes

| Question | Strongly Disagree | Disagree | Slightly Disagree | Neither Agree nor Disagree | Slightly Agree | Agree | Strongly Agree |
|---|-------------------|------------|-------------------|----------------------------|----------------|------------|----------------|
| Programs are in place to address military members' and employees' concerns. | 5 (2%) | 7 (2%) | 11 (4%) | 48 (17%) | 40 (14%) | 118 (41%) | 57 (20%) |
| Discipline is administered fairly. | 14 (5%) | 10 (3%) | 20 (7%) | 57 (20%) | 23 (8%) | 116 (41%) | 46 (16%) |
| Decisions are made after reviewing relevant information. | 10 (3%) | 12 (4%) | 10 (3%) | 55 (19%) | 35 (12%) | 112 (39%) | 52 (18%) |
| Total | 3% | 3% | 5% | 19% | 11% | 40% | 18% |
| | | 12% | | | | 70% | |

Table 2.8 Engagement

| Question | Strongly Disagree | Disagree | Slightly Disagree | Neither Agree nor Disagree | Slightly Agree | Agree | Strongly Agree |
|---|-------------------|------------|-------------------|----------------------------|----------------|------------|----------------|
| At my workplace, I am mentally resilient. | 1 (0%) | 3 (1%) | 4 (1%) | 49 (17%) | 29 (10%) | 120 (42%) | 80 (28%) |
| I am enthusiastic about my work. | 8 (3%) | 17 (6%) | 9 (3%) | 50 (17%) | 55 (19%) | 88 (31%) | 59 (21%) |
| Time flies when I am working. | 20 (7%) | 18 (6%) | 16 (6%) | 60 (21%) | 40 (14%) | 69 (24%) | 63 (22%) |
| Total | 3% | 4% | 3% | 19% | 14% | 32% | 24% |
| | | 11% | | | | 70% | |

Table 2.9 Inclusion at Work

| Question | Strongly Disagree | Disagree | Slightly Disagree | Neither Agree nor Disagree | Slightly Agree | Agree | Strongly Agree |
|--|--------------------------|-----------------|--------------------------|-----------------------------------|--------------------------|-----------------|--------------------------|
| Coworkers are treated as valued members of the team without losing their unique identities. | 5 (2%) | 7 (2%) | 12 (4%) | 50 (17%) | 35 (12%) | 123 (43%) | 54 (19%) |
| Within my workgroup, I am encouraged to offer ideas on how to improve operations. | 8 (3%) | 11 (4%) | 12 (4%) | 50 (17%) | 52 (18%) | 90 (31%) | 63 (22%) |
| Military members/employees in my workgroup are empowered to make work-related decisions on their own. | 5 (2%) | 5 (2%) | 14 (5%) | 43 (15%) | 58 (20%) | 105 (37%) | 56 (20%) |
| Outcomes (e.g., training opportunities, awards, and recognition) are fairly distributed among military members/employees of my workgroup. | 16 (6%) | 13 (5%) | 12 (4%) | 62 (22%) | 36 (13%) | 99 (35%) | 48 (17%) |
| The decision-making processes that impact my workgroup are fair. | 4 (1%) | 8 (3%) | 16 (6%) | 58 (20%) | 45 (16%) | 109 (38%) | 46 (16%) |
| | Strongly Agree | Agree | Slightly Agree | Neither Agree nor Disagree | Slightly Disagree | Disagree | Strongly Disagree |
| I feel excluded by my workgroup because I am different.* | 7 (2%) | 6 (2%) | 15 (5%) | 60 (21%) | 15 (5%) | 95 (33%) | 88 (31%) |
| Total | 3% | 3% | 5% | 19% | 14% | 36% | 21% |
| | | 10% | | | | 71% | |

* Note. The item marked with the asterisk (*) indicates the question is negatively worded; therefore agreement with this item indicates an unfavorable response

Table 2.10 Discrimination

| Question | Strongly Disagree | Disagree | Slightly Disagree | Neither Agree nor Disagree | Slightly Agree | Agree | Strongly Agree |
|--|-------------------|-----------|-------------------|----------------------------|-------------------|------------|-------------------|
| Discrimination Items | | | | | | | |
| Discrimination based on _____ does not occur in my workplace. | | | | | | | |
| Race/Color/National Origin | 19 (7%) | 10 (3%) | 3 (1%) | 24 (8%) | 5 (2%) | 82 (29%) | 143 (50%) |
| Religion | 22 (8%) | 13 (5%) | 2 (1%) | 27 (9%) | 5 (2%) | 80 (28%) | 137 (48%) |
| Sex | 23 (8%) | 16 (6%) | 2 (1%) | 29 (10%) | 7 (2%) | 77 (27%) | 132 (46%) |
| Sexual Orientation | 23 (8%) | 11 (4%) | 2 (1%) | 34 (12%) | 8 (3%) | 77 (27%) | 131 (46%) |
| Age (Civilian Only) | ** | ** | ** | ** | ** | ** | ** |
| Disability (Civilian Only) | ** | ** | ** | ** | ** | ** | ** |
| Equal Pay (Civilian Only) | ** | ** | ** | ** | ** | ** | ** |
| Genetic Information (Civilian Only) | ** | ** | ** | ** | ** | ** | ** |
| Pregnancy (Civilian Only) | ** | ** | ** | ** | ** | ** | ** |
| Discrimination Behavioral Subfactor | | | | | | | |
| I believe I can use my chain of command/supervision to address concerns about discrimination without fear of retaliation/reprisal. | 9 (3%) | 5 (2%) | 6 (2%) | 32 (11%) | 24 (8%) | 99 (35%) | 111 (39%) |
| | Strongly Agree | Agree | Slightly Agree | Neither Agree nor Disagree | Slightly Disagree | Disagree | Strongly Disagree |
| Racial slurs, comments, and/or jokes are used in my workplace.* | 38 (13%) | 30 (10%) | 9 (3%) | 40 (14%) | 4 (1%) | 67 (23%) | 98 (34%) |
| Sexist slurs, comments, and/or jokes are used in my workplace.* | 36 (13%) | 30 (10%) | 9 (3%) | 39 (14%) | 6 (2%) | 68 (24%) | 98 (34%) |
| Total | 9% | 6% | 2% | 11% | 3% | 27% | 43% |
| | 16% | | | | 73% | | |

* Note. The items marked with the asterisk (*) indicates the question is negatively worded, therefore agreement with this item indicates an unfavorable response.

** Note. The items marked with the asterisks (**) indicates cases where fewer than five civilians complete the survey.

Table 2.11 Discrimination Summary

| Discrimination based on _____ does not occur in my workplace. | Unfavorable | Neutral | Favorable |
|---|-------------|----------|-----------|
| Race/Color/National Origin | 32 (11%) | 24 (8%) | 230 (80%) |
| Religion | 37 (13%) | 27 (9%) | 222 (78%) |
| Sex | 41 (14%) | 29 (10%) | 216 (76%) |
| Sexual Orientation | 36 (13%) | 34 (12%) | 216 (76%) |
| Age (Civilian Only) | ** | ** | ** |
| Disability (Civilian Only) | ** | ** | ** |
| Equal Pay (Civilian Only) | ** | ** | ** |
| Genetic Information (Civilian Only) | ** | ** | ** |
| Pregnancy (Civilian Only) | ** | ** | ** |

Table 2.12 Sexual Harassment

| Question | Strongly Disagree | Disagree | Slightly Disagree | Neither Agree nor Disagree | Slightly Agree | Agree | Strongly Agree |
|--|-------------------|----------|-------------------|----------------------------|-------------------|----------|-------------------|
| My chain of command/supervision adequately responds to allegations of sexual harassment. | 4 (1%) | 4 (1%) | 3 (1%) | 61 (21%) | 10 (3%) | 84 (29%) | 120 (42%) |
| My chain of command/supervision plays an active role in the prevention of sexual harassment. | 3 (1%) | 4 (1%) | 3 (1%) | 50 (17%) | 18 (6%) | 96 (34%) | 112 (39%) |
| | Strongly Agree | Agree | Slightly Agree | Neither Agree nor Disagree | Slightly Disagree | Disagree | Strongly Disagree |
| Individuals from my workplace use offensive gestures that are sexual in nature.* | 7 (2%) | 9 (3%) | 9 (3%) | 42 (15%) | 10 (3%) | 81 (28%) | 128 (45%) |
| Individuals from my workplace have been offered rewards or special treatment in return for engaging in sexual behavior.* | 5 (2%) | 7 (2%) | 3 (1%) | 37 (13%) | 3 (1%) | 58 (20%) | 173 (60%) |
| Total | 2% | 2% | 2% | 17% | 4% | 28% | 47% |
| | | 5% | | | | 78% | |

* Note. The items marked with the asterisk (*) indicates the question is negatively worded; therefore agreement with this item indicates an unfavorable response

Table 2.13 Sexual Assault Prevention Climate

| Question | Strongly Disagree | Disagree | Slightly Disagree | Neither Agree nor Disagree | Slightly Agree | Agree | Strongly Agree |
|---|-------------------|----------|-------------------|----------------------------|----------------|-----------|----------------|
| My immediate supervisor models respectful behavior. | 2 (1%) | 4 (1%) | 8 (3%) | 29 (10%) | 17 (6%) | 104 (36%) | 121 (42%) |
| My immediate supervisor promotes responsible alcohol use. | 5 (2%) | 3 (1%) | 3 (1%) | 44 (15%) | 11 (4%) | 106 (37%) | 113 (40%) |
| My immediate supervisor would correct individuals who refer to coworkers as 'honey', 'babe', 'sweetie', or use other unprofessional language at work. | 14 (5%) | 5 (2%) | 1 (0%) | 42 (15%) | 14 (5%) | 100 (35%) | 109 (38%) |
| My immediate supervisor would stop individuals who are talking about sexual topics at work. | 4 (1%) | 6 (2%) | 6 (2%) | 38 (13%) | 15 (5%) | 111 (39%) | 105 (37%) |
| My immediate supervisor would intervene if an individual was receiving sexual attention at work. | 2 (1%) | 0 (0%) | 2 (1%) | 35 (12%) | 17 (6%) | 106 (37%) | 123 (43%) |
| My immediate supervisor encourages individuals to help others in risky situations that could result in harmful outcomes. | 7 (2%) | 4 (1%) | 5 (2%) | 54 (19%) | 15 (5%) | 89 (31%) | 111 (39%) |
| Total | 2% | 1% | 1% | 14% | 5% | 36% | 40% |
| | | 5% | | | | 81% | |

Table 2.14 Sexual Assault Response Climate

| Question | Strongly Disagree | Disagree | Slightly Disagree | Neither Agree nor Disagree | Slightly Agree | Agree | Strongly Agree |
|---|--------------------------|-----------------|--------------------------|-----------------------------------|-----------------------|--------------|-----------------------|
| If a coworker were to report a sexual assault, my chain of command/supervision would take the report seriously. | 3 (1%) | 1 (0%) | 2 (1%) | 24 (8%) | 10 (3%) | 77 (27%) | 168 (59%) |
| If a coworker were to report a sexual assault, my chain of command/supervision would keep the knowledge of the report limited to those with a need to know. | 3 (1%) | 3 (1%) | 5 (2%) | 32 (11%) | 19 (7%) | 81 (28%) | 142 (50%) |
| If a coworker were to report a sexual assault, my chain of command/supervision would discourage military members or employees from spreading rumors and speculation about the allegation. | 2 (1%) | 5 (2%) | 3 (1%) | 34 (12%) | 16 (6%) | 82 (29%) | 143 (50%) |
| If a coworker were to report a sexual assault, my chain of command/supervision would promote healthcare, legal, or other support services to the reporter. | 1 (0%) | 0 (0%) | 4 (1%) | 28 (10%) | 9 (3%) | 94 (33%) | 149 (52%) |
| If a coworker were to report a sexual assault, my chain of command/supervision would support the reporter for speaking up. | 1 (0%) | 3 (1%) | 1 (0%) | 35 (12%) | 15 (5%) | 86 (30%) | 144 (50%) |
| Total | 1% | 1% | 1% | 11% | 5% | 29% | 52% |
| | | 3% | | | | 86% | |

The items for both the Sexual Assault Retaliation and Sexual Harassment Retaliation factors are negatively worded; therefore agreement with these items indicates an unfavorable response. Because all of the questions on this scale are negatively worded, the total disagreement responses to the items are color coded. Following the color-coding convention as in the rest of this report, this color coding reflects the percentage of favorability on the questions/scales.

Table 2.15 Sexual Assault Retaliation Climate

| Question | Strongly Disagree | Disagree | Slightly Disagree | Neither Agree nor Disagree | Slightly Agree | Agree | Strongly Agree |
|--|-------------------|------------|-------------------|----------------------------|----------------|-----------|----------------|
| In my work group, reporters of sexual assault would be excluded from social interactions or conversations. | 100 (35%) | 87 (30%) | 11 (4%) | 58 (20%) | 9 (3%) | 9 (3%) | 11 (4%) |
| In my work group, reporters of sexual assault would be subjected to insulting or disrespectful remarks or jokes. | 115 (40%) | 88 (31%) | 12 (4%) | 54 (19%) | 3 (1%) | 8 (3%) | 5 (2%) |
| In my work group, reporters of sexual assault would be blamed for causing problems. | 119 (42%) | 79 (28%) | 10 (3%) | 61 (21%) | 6 (2%) | 7 (2%) | 3 (1%) |
| In my work group, reporters of sexual assault would be denied career opportunities. | 127 (44%) | 80 (28%) | 10 (3%) | 55 (19%) | 4 (1%) | 6 (2%) | 3 (1%) |
| In my work group, reporters of sexual assault would be disciplined or given other corrective action. | 121 (42%) | 82 (29%) | 6 (2%) | 58 (20%) | 7 (2%) | 7 (2%) | 4 (1%) |
| In my work group, reporters of sexual assault would be discouraged from moving forward with the report. | 130 (45%) | 78 (27%) | 4 (1%) | 57 (20%) | 8 (3%) | 4 (1%) | 4 (1%) |
| Total | 41% | 29% | 3% | 20% | 2% | 2% | 2% |
| | | 73% | | | | 6% | |

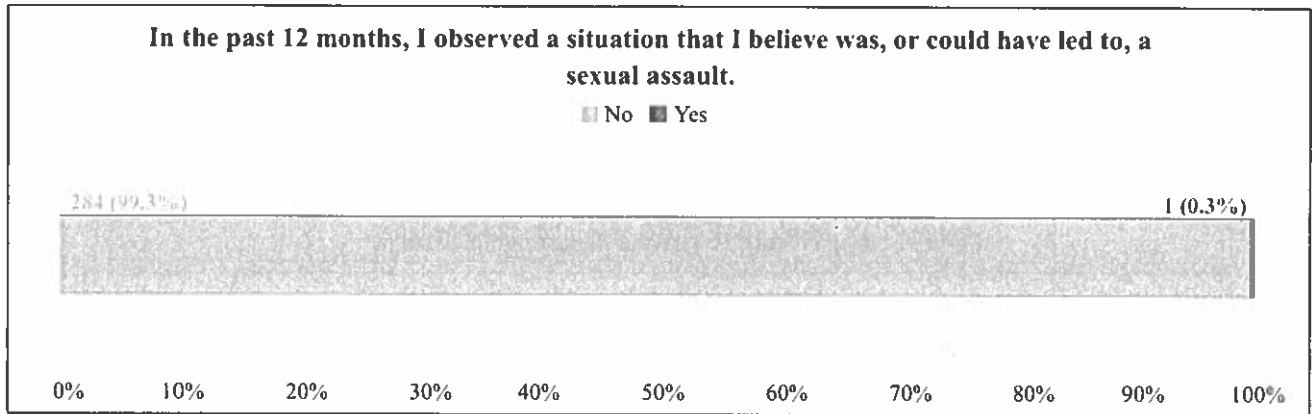
Table 2.16 Sexual Harassment Retaliation Climate

| Question | Strongly Disagree | Disagree | Slightly Disagree | Neither Agree nor Disagree | Slightly Agree | Agree | Strongly Agree |
|---|-------------------|------------|-------------------|----------------------------|----------------|-----------|----------------|
| In my work group, military members or employees who file a sexual harassment complaint would be excluded from social interactions or conversations. | 130 (45%) | 83 (29%) | 5 (2%) | 54 (19%) | 8 (3%) | 3 (1%) | 2 (1%) |
| In my work group, military members or employees who file a sexual harassment complaint would be subjected to insulting or disrespectful remarks or jokes. | 131 (46%) | 85 (30%) | 9 (3%) | 49 (17%) | 4 (1%) | 6 (2%) | 1 (0%) |
| In my work group, military members or employees who file a sexual harassment complaint would be blamed for causing problems. | 133 (47%) | 79 (28%) | 11 (4%) | 50 (17%) | 7 (2%) | 4 (1%) | 1 (0%) |
| In my work group, military members or employees who file a sexual harassment complaint would be denied career opportunities. | 138 (48%) | 81 (28%) | 8 (3%) | 49 (17%) | 3 (1%) | 5 (2%) | 1 (0%) |
| In my work group, military members or employees who file a sexual harassment complaint would be disciplined or given other corrective action. | 134 (47%) | 80 (28%) | 5 (2%) | 56 (20%) | 4 (1%) | 5 (2%) | 1 (0%) |
| In my work group, military members or employees who file a sexual harassment complaint would be discouraged from moving forward with the complaint. | 141 (49%) | 77 (27%) | 5 (2%) | 50 (17%) | 6 (2%) | 5 (2%) | 1 (0%) |
| Total | 47% | 28% | 3% | 18% | 2% | 2% | 0% |
| | | 78% | | | | 4% | |

Bystander Intervention Experience in Past 12 Months

Respondents were asked if they have observed a situation they believed was, or could have led to a sexual assault within the past 12 months. Respondents' responses to this *observation* question are displayed in Figure 5.

Figure 5. Respondents who Observed a High Risk Situation



If respondents answered “yes” to the observation of a high risk situation question, they were prompted to identify the response that most closely resembled their actions. Table 3 displays the responses of those who completed the question across your organization.

Table 3. Respondents' Reported Actions Taken Following High Risk Situation

| If yes, in response to this situation, select the one response that most closely resembles your actions. | | |
|--|----------|---------------|
| | Number | Percent |
| I stepped in and separated the people involved in the situation. | 0 | 0.0% |
| I asked the person who appeared to be at risk if they needed help. | 0 | 0.0% |
| I confronted the person who appeared to be causing the situation. | 0 | 0.0% |
| I created a distraction to cause one or more of the people to disengage from the situation. | 1 | 100.0% |
| I asked others to step in as a group and diffuse the situation. | 0 | 0.0% |
| I told someone in a position of authority about the situation. | 0 | 0.0% |
| I considered intervening in the situation, but I could not safely take any action. | 0 | 0.0% |
| I decided to not take action. | 0 | 0.0% |
| Total | 1 | 100.0% |

Sexual Assault Reporting Knowledge

Knowledge of the sexual assault reporting options is assessed using two questions. The first item reads, "All of the following types of people can receive an Unrestricted Report of sexual assault. However, a Restricted (confidential) Report can only be made to certain people. Please identify which of the following types of people can and cannot take a Restricted Report." The Sexual Assault Response Coordinator, Victim Advocate, and Military Service Healthcare Personnel can take a Restricted Report. "Anyone in my chain of command" and "Criminal investigator and military police officer" are incorrect answers. These persons cannot take a Restricted Report. Figure 6 displays the percentage of members within your organization who correctly and incorrectly identified who can and cannot take a Restricted Report.

The second item reads, "Service members who report they were sexually assaulted are eligible for the service of a military attorney." The correct answer is "True". Figure 7 displays the percentage of members in your organization who correctly identified who is eligible for the service of a military attorney.

Figure 6. Respondents' Restricted Reporting Knowledge.

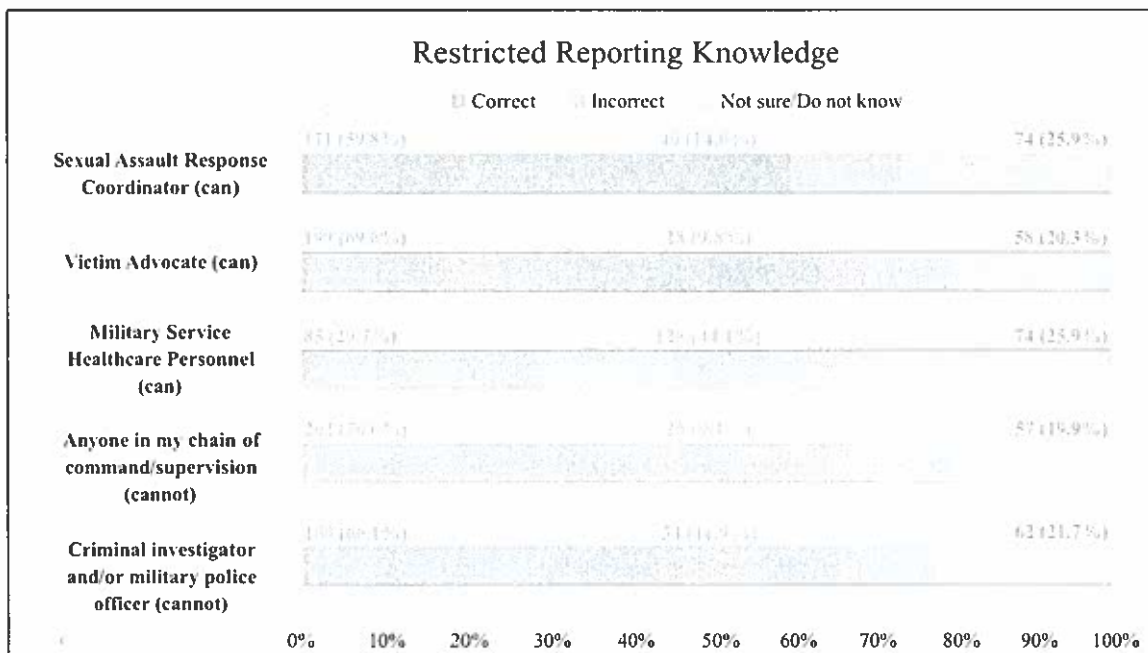
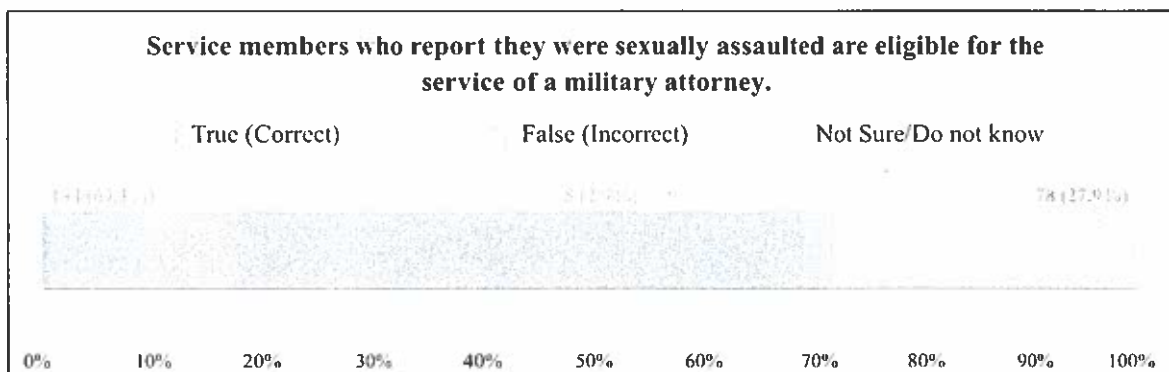


Figure 7. Respondents' Knowledge of Military Attorney Eligibility.



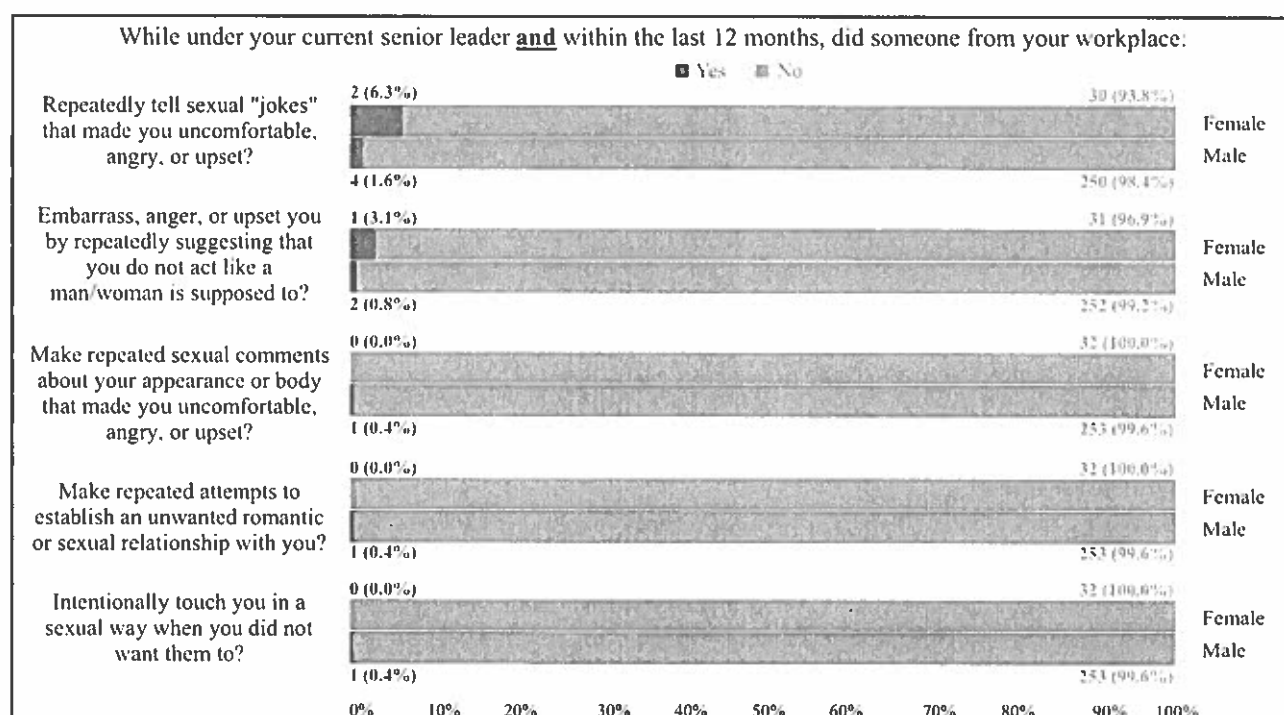
Unwanted Workplace Experiences

Below is the presentation of Yes/No response frequencies to the Unwanted Workplace Experience items. No data are displayed in cases where fewer than five people in a subgroup complete the survey.

Table 4. Respondents' Overall Unwanted Workplace Experience Responses

| While under your current senior leader <u>and</u> within the last 12 months, did someone from your workplace: (Overall) | | | | |
|---|-----|---------|-----|---------|
| | Yes | Percent | No | Percent |
| Repeatedly tell sexual "jokes" that made you uncomfortable, angry, or upset? | 6 | 2.1% | 280 | 97.9% |
| Embarrass, anger, or upset you by repeatedly suggesting that you do not act like a man/woman is supposed to? | 3 | 1.0% | 283 | 99.0% |
| Make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset? | 1 | 0.3% | 285 | 99.7% |
| Make repeated attempts to establish an unwanted romantic or sexual relationship with you? | 1 | 0.3% | 285 | 99.7% |
| Intentionally touch you in a sexual way when you did not want them to? | 1 | 0.3% | 285 | 99.7% |

Figure 8. Respondents' Overall Unwanted Workplace Experience Responses by Sex



Connectedness

Connectedness is defined as a frame of mind that reflects an individual's outlook on life and perceptions of belongingness, well-being, and social support. Reflects a member's viewpoint that they are relevant, contributing, and have relationships upon which they can confidently depend on in times of need. Burdensomeness and Belongingness are two subfactors that when combined, create an overall Connectedness factor.

Figure 9. Percentage of Respondents' Overall Connectedness

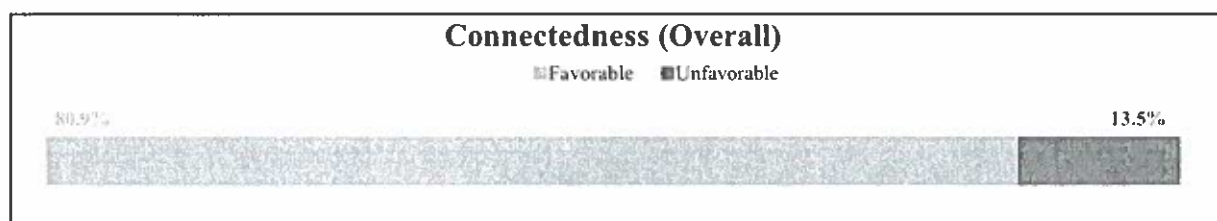


Table 5. Respondents' Connectedness Responses

| Burdensomeness | | | | | | | |
|--|------------------------|---------------|------------------------|----------------------------|------------------------|---------------|------------------------|
| Question | Strongly Agree | Agree | Slightly Agree | Neither Agree nor Disagree | Slightly Disagree | Disagree | Strongly Disagree |
| My future seems dark to me. | 8 (3%) | 13 (5%) | 17 (6%) | 64 (22%) | 12 (4%) | 81 (28%) | 91 (32%) |
| | Very true for me | True for me | Somewhat true for me | | Somewhat untrue for me | Untrue for me | Not at all true for me |
| These days, I think I am a burden on people in my life. | 4 (1%) | 8 (3%) | 23 (8%) | - | 28 (10%) | 77 (27%) | 146 (51%) |
| Belongingness | | | | | | | |
| | Not at all true for me | Untrue for me | Somewhat untrue for me | | Somewhat true for me | True for me | Very true for me |
| These days, I feel like I belong. | 10 (3%) | 12 (4%) | 25 (9%) | - | 84 (29%) | 93 (33%) | 62 (22%) |
| These days, I feel that there are people I can turn to in times of need. | 5 (2%) | 12 (4%) | 17 (6%) | - | 50 (17%) | 113 (40%) | 89 (31%) |
| Total* | 2% | 4% | 7% | - | 15% | 32% | 34% |
| | | 13% | | | | 81% | |

* Note. The total may not equal 100% due to the changing from a seven point scale to six point scale. The loss of a response option accounts for the difference in percentage for the factor overall.

Table 6. Respondents' Knowledge of ideation of, attempted or death by suicide

| In the past 12 months, I have known someone in my organization who has thought of, attempted, or died by suicide. | | |
|---|--------|---------|
| | Number | Percent |
| Thought of | 44 | 15.4% |
| Attempted | 15 | 5.2% |
| Died by Suicide | 8 | 2.8% |
| Thought of, Attempted | 26 | 9.1% |
| Attempted, Died by Suicide | 1 | 0.3% |
| Thought of, Died by Suicide | 0 | 0.0% |
| Thought of, Attempted, Died by Suicide | 10 | 3.5% |
| None of the above | 182 | 63.6% |

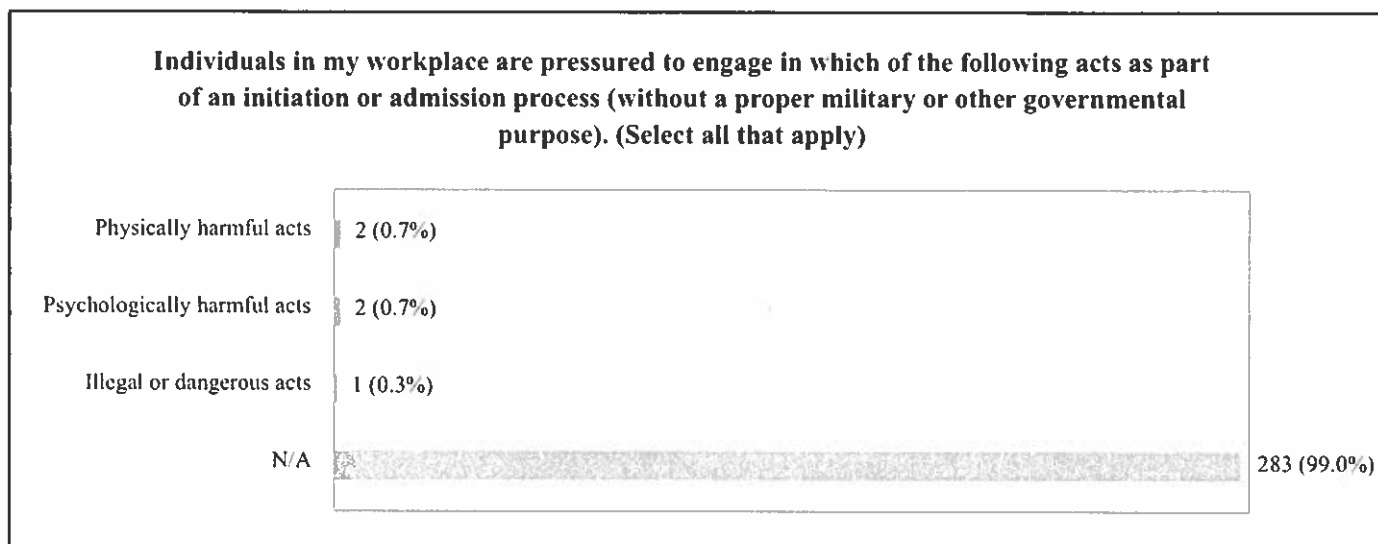
Note. Results presented below the line are the possible combinations of the items above, as it was a "select all that apply."

The definitions of Hazing and Bullying were obtained directly from the Deputy Secretary of Defense Memorandum, "Hazing and Bullying Prevention and Response in the Armed Forces," dated 23 December 2015.

Hazing

The figure below displays response frequencies to the Hazing item. Please note that respondents' option to select more than one type of Hazing behavior accounts for disparities that may appear in the totals shown below.

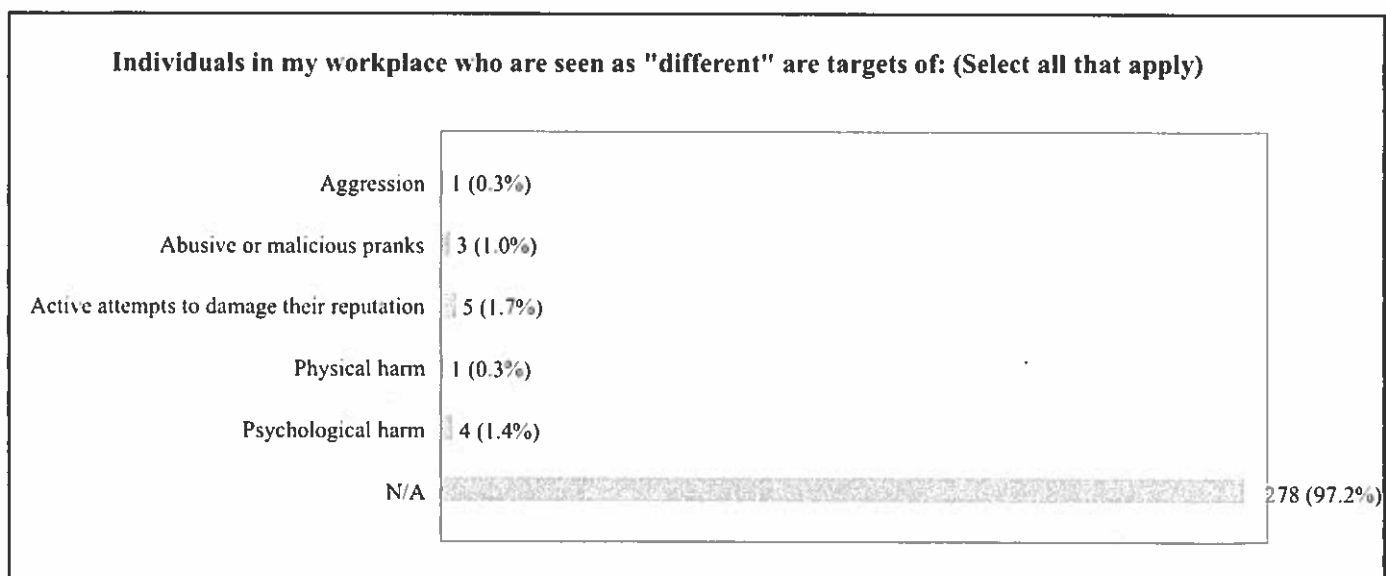
Figure 11. Respondents' Responses to Hazing



Bullying

The figure below displays response frequencies to the Bullying item. Please note that respondents' option to select more than one type of Bullying behavior accounts for disparities that may appear in the totals shown below.

Figure 12. Respondents' Responses to Bullying



VI. RECOMMENDATIONS

The following section provides interpretation of the DEOCS report and recommended follow-on actions. Based on the data obtained, your organization's DEOCS results may display both organizational strengths and concerns. It is important to not only review *Section V, DEOCS Summary of Survey Item Responses*, but to contrast that information with *Section IV, Climate Factor Subgroup Comparison*. Additionally, the *Written Comments*, may also help to validate some areas of concerns within Sections IV and V; please ensure you review that area to determine if there are comments that address any areas of concern.

This section also seeks to provide guidance for identifying additional steps in the climate assessment effort, and prescribe actions to help address organizational concerns.

Compare subgroups to determine whether diminished perceptions of climate factors are more prevalent among specific groups, and the sources of those perceptions.

Excellent/Adequate

Seek to identify and reinforce those practices and programs currently in place.

Reinforce behaviors that create a climate of inclusion, supporting and preserving the dignity and worth of all members.

Continue to promote and maintain a healthy human relations climate. This can be done by ensuring all members in the unit understand their roles and responsibilities.

Share positive results to enhance members' commitment to the organization and its mission.

Consider utilizing training aids to further provide awareness and knowledge regarding key factors.

Caution/Improvement Needed

Examine favorability ratings among specific climate factors and demographic subgroups to determine whether diminished perceptions are more obvious among some of them.

After identifying the specific climate factors with low favorability ratings and those demographic subgroups that harbor negative perceptions regarding them, use these findings to plan follow-on assessment efforts, including focus groups, interviews, and written record reviews.

Conducting focus groups and interviews with members of these subgroups can help determine the source and extent of specific perceptions.

Develop an action plan to address each specific validated concern, and socialize the plan with members. Set a timeline for each action item, and provide timely feedback on progress accomplishing them. This will demonstrate your willingness to listen to your subordinates, and take action to improve conditions whenever possible.

MAKING CLIMATE ASSESSMENT RESULTS WORK FOR YOUR ORGANIZATION

1. Share the results with members of your organization.
2. Involve key leaders; let members know you are acting on their feedback.
3. If needed, establish an action team to develop and implement a plan for organizational improvement.
4. Conduct another climate assessment in accordance with your Service component directives to determine the effectiveness of the corrective actions that were taken to remedy validated perceptions.

We trust these recommendations for interpretation will prove useful. The DEOCS can help commanders improve the readiness within their commands. To make best use of this tool, the Defense Equal Opportunity Management Institute (DEOMI) provides tools and products designed to address the mission impacting issues that were identified during the climate assessment process.

ASSESSMENT TO SOLUTIONS

Assessment to Solutions (www.deocs.net) was created to support leaders and equal opportunity professionals throughout the climate assessment process. Assessment to Solutions provides products that help identify appropriate follow-on climate assessment efforts, aid in the development of an action plan to rectify workplace conditions that negatively impact climate, and training materials that can be incorporated in an action plan.

The Assessment to Solutions area parallels the main assessment sections of the DEOCS, which include OE, EO/EEO/Fair treatment, and SAPR. Each area further addresses each climate factor included in the section, and provides a host of products for each.

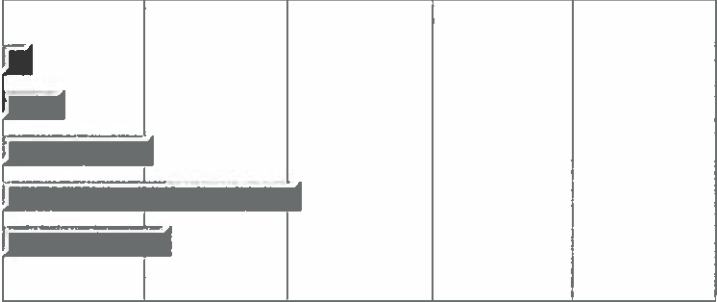
Access to products can be found at the “Assessment to Solutions” website which is designed to support leaders and equal opportunity professionals. To access the site go to:

<https://www.deocs.net>

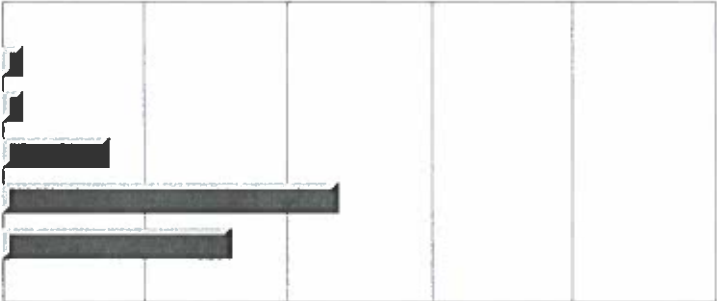
The DEOCS Support Team is available to assist you and can be contacted at:
321-494-2675/3260/4217
DSN: 854-2675/3260/4217
support@deocs.net

Appendix A: Your Locally Developed Questions

1. Communication flows freely from senior leadership to all levels of the organization.

| | | Frequency | Percent |
|----------------------------|--|-----------|---------|
| Strongly Disagree |  | 12 | 4.2 |
| Disagree | | 25 | 8.7 |
| Neither Agree nor Disagree | | 61 | 21.3 |
| Agree | | 120 | 42.0 |
| Strongly Agree | | 68 | 23.8 |
| Total | | 286 | 100.0 |

2. Rules, regulations and policies are enforced in this command.

| | | Frequency | Percent |
|----------------------------|---|-----------|---------|
| Strongly Disagree |  | 8 | 2.8 |
| Disagree | | 8 | 2.8 |
| Neither Agree nor Disagree | | 43 | 15.0 |
| Agree | | 135 | 47.2 |
| Strongly Agree | | 92 | 32.2 |
| Total | | 286 | 100.0 |

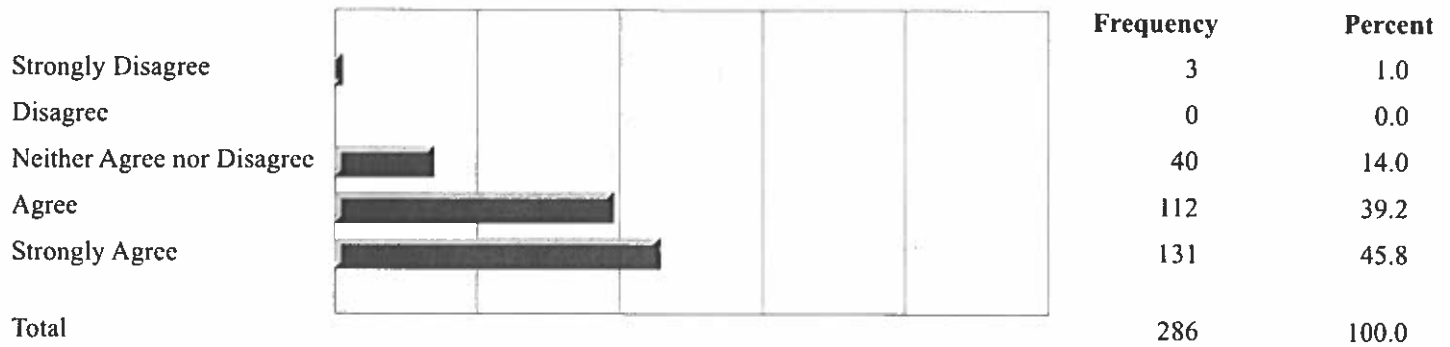
3. Correctional training for poor performance is enforced fairly in this command.

| | | Frequency | Percent |
|----------------------------|--|-----------|---------|
| Strongly Disagree |  | 9 | 3.1 |
| Disagree | | 11 | 3.8 |
| Neither Agree nor Disagree | | 63 | 22.0 |
| Agree | | 134 | 46.9 |
| Strongly Agree | | 69 | 24.1 |
| Total | | 286 | 100.0 |

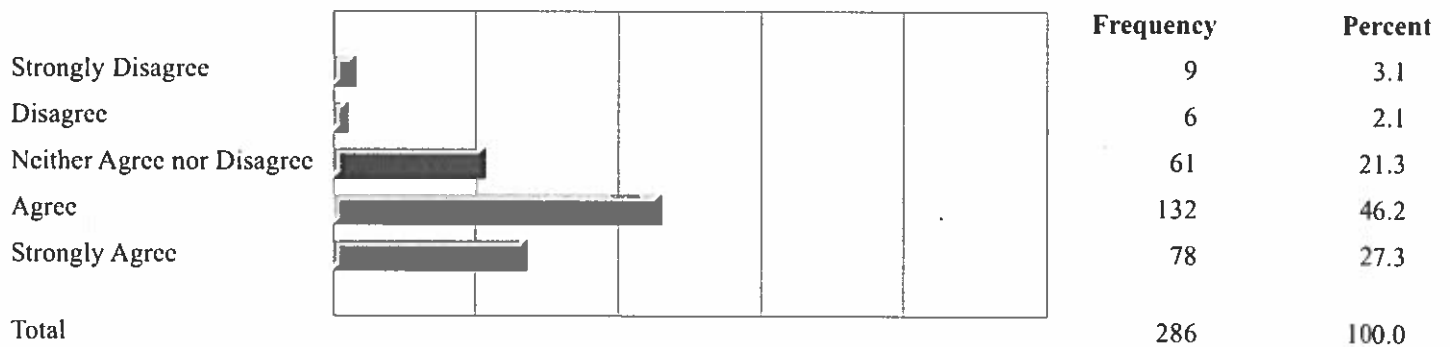
4. People in my work area do not practice favoritism.

| | | Frequency | Percent |
|----------------------------|--|-----------|---------|
| Strongly Disagree |  | 18 | 6.3 |
| Disagree | | 22 | 7.7 |
| Neither Agree nor Disagree | | 55 | 19.2 |
| Agree | | 122 | 42.7 |
| Strongly Agree | | 69 | 24.1 |
| Total | | 286 | 100.0 |

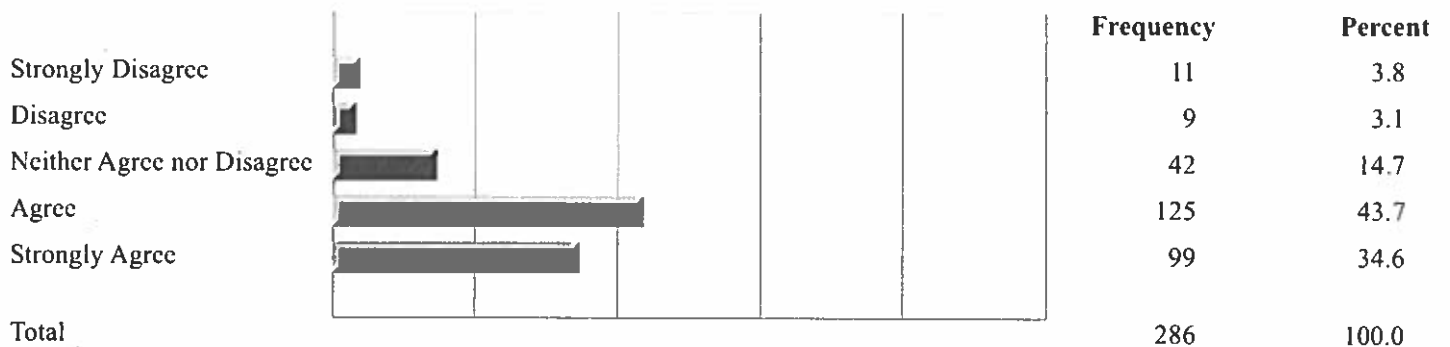
5. Unit leadership does not tolerate hazing.



6. Members are well trained to recognize the signs of depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD).



7. I trust management/leadership to handle complaints, problems, or issues seriously.



8. An atmosphere of respect exists in my work area.



9. Coworkers challenge discriminatory and sexual harassing behaviors.

| | | Frequency | Percent |
|----------------------------|--|-----------|---------|
| Strongly Disagree | | 3 | 1.0 |
| Disagree | | 8 | 2.8 |
| Neither Agree nor Disagree | | 66 | 23.1 |
| Agree | | 116 | 40.6 |
| Strongly Agree | | 93 | 32.5 |
| Total | | 286 | 100.0 |

10. Your chain of command provides equal opportunity regardless of one's sex.

| | | Frequency | Percent |
|----------------------------|--|-----------|---------|
| Strongly Disagree | | 7 | 2.4 |
| Disagree | | 13 | 4.5 |
| Neither Agree nor Disagree | | 34 | 11.9 |
| Agree | | 109 | 38.1 |
| Strongly Agree | | 123 | 43.0 |
| Total | | 286 | 100.0 |

Appendix B: Your Short-Answer Questions

NOTE: The answers appear exactly as they were written on the survey:

1. How would you rate your level of job satisfaction (low, average, or high), and why?

Average

Low. My job satisfaction is low due to manpower issues within my section. The section used to have a MSgt as the SNCOIC and that was reduced to a GySgt and now the GySgt is being replaced by a Sgt that is selected to SSgt, but only has six years time in service. This has been brought to the attention of the OCC Field but nothing is being done to source the correct replacement. A Sgt with six years time in service does not have the moral authority to lead the section due to lack of education in a technical MOS. This is posturing the work section for failure especially since the majority of personnel will execute PCS orders this summer. I have several concerns.

Average. There is not much activity for my particular job here.

Between average and high depending on current task. Primary job I love but often tasked out to do tasks not part of my job that I strongly dislike and demotivate me.

average

High because my work sections stays focused.

My job satisfaction within my current position is average. Our unit is currently at minimum manning to operate our facility and meet mission readiness. Ultimately, requiring Marines on security to stand 24 hour shifts, every other day for periods of up to two weeks. This operational tempo results in low morale and a disgruntled; un-motivated Marine. In my current position, I work Monday thru Friday and hold many billets. There has been many times I am having to support section personal by standing a 24 hour watch, on top of already standing duty as an ACDO for the Air Station, and parental responsibilities. My intentions are to bring our units challenges to higher echelon in hopes to give these Marines the support and relief they deserve. My recommendation would be to possibly request an increase in our units T.O. Thank you.

Average. I enjoy the job, but it becomes repetitive in nature and has more to offer outside the Marine Corps than within

Average. A lot of times it is high but then there is a lot of down time that leads to boredom that makes its average to me.

I would rate my level high for the fact that I generally care about the well-being of all the individual under my charge. My job is to ensure that the individuals are maintaining a professional environment at all times.

Extremely low; within my individual work section it is high. At the Squadron level it is extremely low.

Low, my current job does not seem to have an impact as the position once had.

average because we are not deployable.

high. I get the job done with quality and efficiency.

average

High, I love what I do.

Below average. This is hands down the worst command climate I have ever seen specifically within PMO. They have effectively drained the life out of their subordinates and created an atmosphere where the negativity is suffocating.

Average Satisfaction because command will not utilize lower level leadership to achieve maximum efficiency. (Micromanaged)

Average

Above Average

average

I am satisfied in my job. I love leading and love my Marines. I do not enjoy struggling to have others take what I do (and the importance of it) seriously. This is a struggle I am accustomed to, however.

Average. The job's focus is on materiel readiness rather than Marines.

high because I do my job adequately

Average, at times it can get pretty annoying when Marines ask questions that they can find out on their own.

High

High.

Low. My job skills and training are centralized around a different system and a different branch of service than exists in this workplace. My rank and leadership experience/style are neither utilized nor respected by civilian supervisors in the workplace.

Low

I would rate my job at an average rating because it isn't exactly my dream job being behind a desk all day.

High, the staff members on section are compensated highly and are given much off time.

high. Empowered by senior leadership.

my little job satisfaction is average because I've only been on base for 2 months so I haven't able to experience all the levels of my job.

Low, moral and has no respect for one another.

High, first duty station, still learning how everything works

Not too high, This MOS feels like a very unrewarding job that feels like it's leading nowhere with no end goal

High, I get what needs to be done when said to

I would rate it as average because it's not the job I chose but I do enjoy some parts of it.

average. I don't love my job and it's pretty dull, but I make the best of it and look for additional responsibilities.

N/A

My level of job satisfaction would be an average due to how often my unit works and the hours of operation.

HIGH. GREAT WORKING ENVIRONMENT

Average, in my job field not a lot of scenarios happen for myself to do a lot as work wise

High

Average, gets repetitive.

Very high, I love my job. I wake up everyday and look forward to work.

Average. The job is just a job not my life.

LOW, I THOUGHT I'D MAKE A DIFFERENCE IN THE MARINE CORPS IN A DIFFERENT WAY BY GOING ON DEPLOYMENTS

High, gives me multiple ways to take my career outside the marine corps

Average, It's my job.

N/A

high

High, everyone gets their work done and helps each other out.

low, the way things that are handled are very sneaky and everything is under the table.

High. The workload is manageable and I have the opportunity to lead and mentor Marines. There is so much that I can teach them. Also, I am open to learning from them.

Average it is what it is

HIGH

HIGH I LIKE MY JOB

I would rate it low, and reason for that is because I'm no the greatest fan of working in an office.

10 out of 10

HIGH

high

Low, wasn't an intended job I can do anything with once I am out of the Marine Corps but it can't be helped.

High. I enjoy my work and the feel accomplished every day.

No

Average

Average. Not my real MOS. Been a good road.

high

AVERAGE, CAUSE I COME IN AND I GO OUT.

Average

Low due to me not being in my actual trained job and taking up a side billet that should not be here.,

High. I am pleased.

Low. As I have stated before. I believe it's more important on what goes on after work. If Marines don't have a "safe haven" to get away from the stresses of life and work, then it only creates more problems. I can speak in most cases work is stressful but if there's outside stress and life problems people bring that to work just as people take home work stress and problems. But, that is where we can recover from that stress. We need to focus on removing the other stressors that exist in our lives otherwise everything we do in the work place will be for nothing.

The lower levels of leadership do a great job at doing this. My higher chain of command doesn't care. They take it upon themselves to ensure that they are rested for example how my leadership take it upon themselves to only work between 0800 to 1000 and then leave for the rest of the day. On rare occasions they work till 1200, but only if they are feeling generous. It might help if our leadership lead by example and instead of choosing what they think is right for their Marines they let the lower levels of leadership handle it. Not to say I doubt my leaderships knowledge, but I doubt their selfish intentions.

average because I don't mind doing my job but I never get opportunities to do anything more than my job

average. low manning has brought down morale.

Average to Low. my reasoning is that we have a lack of calls (emergencies). We do reminisce when years ago crash crews would proudly take calls out in town and that would allow them to gain more experience. In my professional Opinion there are things that you can only learn through actually being on scene. we can train a ton however overall experience amongst the shop would still stay low due to the volatility of an emergency incident. so Average to low due to boredom and the stagnant nature of not having calls.

Low

High I like my job.

Average

Low, Hate being inside all day and don't get enjoyment out of what I do, unless deployed.

High, I enjoy my job it's fun.

Average

Average due to the senior enlisted not treating E-5 and below fairly.

Average.

Good I believe the supervisors don't know the job and should know the basic things that we do and how we do them and why before trying to correct stuff.

it would help if the back office was in our shoes and then moved up the ranks not just pulled up into a spot and have no idea of the basics.

average

High, because I am doing a job that I enjoy.

Average. Everyone has their priority which sometimes makes it difficult when you rely on their support.

Low. The organization doesn't seem to have the funds to function effectively. Equipment is old, overused, and often unreliable. Supervisors often seem aloof and are considered unapproachable or untrustworthy by their subordinates.

Low. very little support from senior leadership. they want 0 growth of the marines. lower levels get no voice or opportunities to provide solutions to reoccurring incidents. personnel with little experience in an area have been positioned over sections and areas without regards to any knowledge or understanding of their tasks and mission. although there are individuals with more knowledge and experience below them the voices are shunned without any respect of further knowledge and intelligence. no respect is given back down to those under the senior leadership.

Average. I am satisfied with my work but feel more support could be given.

My level of job satisfaction would be low. Regardless of being an NCO and having the tasks that come along with the rank, I feel as if all mistakes or miscommunications are punished as if they are life and death and the aftermath remains residual for weeks and therefore can leave a servicemember feeling dissatisfied with his/her work.

out of 1 to 10 a ZERO

I believe my satisfaction is about average. I love what I do, but some of the people I work with on a daily basis make me frustrated and unmotivated at times.

I would rate my job satisfaction high because I love what I do and I have great leaders.

low.

HIGH. QUALITY WORK GIVES ONE PURPOSE.

high

average

LOW

My job level satisfaction is below average. My organization seems to focus on unnecessary things such as wearing covers in buildings and leadership seem to try to micromanage employees. Also the mishandling of recent civilian promotions has made morale around the organization low. It makes employees feel like no matter if they are experienced or a good employee and know their job others who aren't as experienced will get promoted ahead of them. Most employees are currently seeking employment elsewhere due to the morale in this organization.

NA

high

High, I love what I do

high

Average, I don't see anything that can make it either bad or great

Average.

High. The job I do incorporates many skills and trait used on a daily basis in and outside of work.

N/A

Average

HIGH. I feel like I can perform in this command to the best of my ability. The efforts of my chain of command have made it possible for myself, as well as others above and below me, to achieve a high rate of success.

It was very high, it is declining. Keeping that to myself and trying to not let the Marines job satisfaction drop.

High, i love my unit

High because of the environment and leadership.

Average it has ups and downs

I love this unit. Feels like a family and everyone cares for each other.

I would rate my level of job satisfaction as average, since I haven't been here long enough to see the good, the bad, the ugly of it all. I do believe from what I have seen so far the shop can hold their ground, and keep their cool.

High because I enjoy my work.

I am satisfied with my job. Not the most exciting job in the world but I gain a sense of accomplishment and receive praise when appropriate regarding my performance.

Hight love my job and the Marines that I work with.

High. Job satisfaction is determined by oneself vice external factors or circumstances.

Average. This job isn't anything special. Just admin work, day to day routine type of job.

I love it!

Low, lack of interest.

Personally, I take pride in my job and job satisfaction. I feel at times I am on an island though, with little regard from others just how crucial my work is or even what I'm doing all day.

High, because my leaders generally support me and my Marines.

High. Very rewarding working with Marines.

Low, I have never been a fan of my MOS. this is at no fault of my chain of command, peers or workplace.

Average. Lots of hurdles to overcome with manpower and quality of work environment make daily routines difficult to enjoy sometimes.

low

This place has sucked my soul from my body and made me want to find any possible way out, rating this place as low is an understatement

My job satisfaction is high. I never wanted this job looking from the outside and it hurts my flight time, but now that I am in it, it is a rewarding job that allows me more chances to interact with a wider cross section of Marines and sailors. I have begrudgingly come to a point where my flight time is less important to me than fulfilling the duties of my job...but let's keep that under wraps.

High Level

Low because I work very long 24 hour shifts and have very low manning to accommodate for the amount of work that has to be done in my shop.

Wonderful

High. I enjoy all aspects of my job.

High

I would rate my job satisfaction as high. I enjoy the challenge that my work provides me. I am constantly having to develop my skills and knowledge to remain proficient.

Average, we are a non-deploying unit in a support role.

2. **How committed is leadership to creating an environment of human respect and dignity? Please explain.**

██████████ does an amazing job with this specifically by leading by example. I always see him treating people with respect Marine or Civilian, Senior or subordinate. Says a lot about who he is a person before anything else.

Work section appears to treat all Marines with dignity and respect from what I have witnessed.

I believe the command articulates the importance of every Marine and their performance very well which leads Marines to think they are valued.

Very committed.

Everyone has the right to be treated with firmness, fairness, and impartiality.

From what ive seen, leadership seems to care quite a lot about treating everyone with respect and dignity

Very committed

Leadership at all levels treat everyone with dignity and respect.

Within my shop senior leaders do a very good job of maintain respect for all individuals. Everyone from my view point feels welcomed and needed to complete the mission. At our Squadron level, I feel as though we have very selfish leaders. I feel as though they play favoritism very often.

Very.

good. no one is ever belittled and corrective counseling is always in private.

committed enough to keeping a respectful environment

Very committed. I have felt so welcomed since arriving.

This leadership does not seem to care about the dignity or respect of its subordinates. It is very much a "my way or highway" type of command. When leaders below the operation section attempt to recommend changes or try to assist in creating a better atmosphere, they are disregarded and the concerns are not well received.

I don't agree or disagree. Depends on which way the wind is blowing.

Very Committed

no comment

I feel like this command tries very hard to create this type of environment. However, I also feel like we spend so much time focusing on things like this and PME and sexual assaults and suicides that we often feel like we do little else aside attend discussions and talks regarding this.

Extremely committed. The Commanding Officer himself promotes the climate of dignity and respect every time he has an opportunity to address the Marines. The command as a whole is very engaged in programs through chaplain and outside agencies to get Marines involved in developing their character in positive manner.

Very Committed.

Very committed.

Outside my immediate workplace/work area, not sure.

Highly committed. Respect towards subordinates is essential to all levels of leadership here.

average

My leadership is fairly committed at creating a good working environment for human respect and dignity.

very committed, everyone looks out are cares for one another in our section.

Extremely committed.

None

Everyone is treated equally

Very committed

I would say fairly committed because I feel respected by all of my coworkers

snco's don't seem to care about this.

N/A

My leadership is very committed to respect and dignity, our work place demands that we treat each other with respect as we treat the people we help.

VERY COMMITTED. THIS COMMAND HAS MADE EFFORTS TO CREATE EVENTS FOR MARINES TO ATTEND AND ENJOY THAT HAVE BEEN VERY WELCOMING. THE SGT MAJ AND CO ARE THE BEST LEADERS I HAVE MET IN MY SHORT MILITARY CAREER. THEY ARE EASY TO SPEAK TO AND VERY WELCOMING, BUT THEY ARE ALSO FIRM LEADERS WHEN NEEDED.

They are very committed in creating an environment of respect by always ending the day if everyone is okay and if anything occurred during the day that they need help with

High

Very committed, leadership does not want anyone to feel excluded and left out.

My leadership is very committed. They constantly ask us how things are going and ask if we need anything.

50/50. At times they are committed and at others they are not

GOOD, IF YOU NEED HELP SOMEONE IS GOING TO BE THERE TO HELP.

Somewhat committed

Very

N/A

very committed

Very, by treating everyone fairly.

They aren't committed certain leadership will call you out of your name, EX: Bitch, stupid, dumb, etc

It's become very high since I came here in 2018

VERY COMMITTED

VERY COMMITTED

They're very committed, most of the leadership is very motivated.

very

VERY COMMITED

very committed

Leadership is committed to that, not sure how they do it though.

All levels of the command promote an environment of respect for all. It is addressed at every meeting.

U

Very committed

Average. I feel welcome and appreciated for my hard work.

lets us talk and have fun without taking it too far

WE'RE JUST TREATED AS ANY OTHER HUMAN BEING WOULD LIKE TO BE TREATED.
HUMANELY.

Very committed to it by asking what we can change to make everything flow better.

People are comfortable being themselves around each other.

The lower levels of leadership do a great job at doing this. My higher chain of command doesn't care. They take it upon themselves to ensure that they are rested for example how my leadership take it upon themselves to only work between 0800 to 1000 and then leave for the rest of the day. On rare occasions they work till 1200, but only if they are feeling generous. It might help if our leadership lead by example and instead of choosing what they think is right for their Marines they let the lower levels of leadership handle it. Not to say I doubt my leaderships knowledge, but I doubt their selfish intentions.

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high because they make certain people do more to be noticed

very committed.

Extremely committed. the current chain of command has a reason for everything and we are far ahead of where we were even a year ago.

Very committed everyone is treated well.

Very committed

This leadership is committed to creating an environment of human respect and dignity because they make sure everybody feels respected and welcomed upon coming here and continues to make them feel respected and heard throughout their time here.

High, many group events designed to increase unit cohesion, making work environment respectful and dignified for those within it.

Very committed, mutual respect for everyone

Very committed. Discrimination in any sense is not tolerated

Very committed. Any form of bullying is not tolerated.

great

some what committed

This command is awesome with fostering a positive climate that promotes the commanding officers philosophies.

Extremely! Our leadership does a well job of demonstrating care which fosters a great environment of dignity.

not committed whatsoever. Ops Officer and Ops Chief only care about their position and whats attached to their name and how it looks instead of taking time to do the right thing or respect any input or suggestions, experience, and knowledge of all marines under their charge. both are extremely inexperienced inn their position and field yet have overall say in how operations are ran and missions are complete without proper knowledge or care for legal abilities.

Committed. No hazing or verbal abuse is tolerated.

Leadership isn't outwardly disrespectful to anyone, but also does not give the proper respect, I believe is due, for the the NCO in front of the majority of troops.

Does not know or care about the definition

My senior leadership is very committed to creating a safe and respectful environment. The leaders more close to me do not care about the morale of their Marines. They are more concerned with progressing their own careers.

somewhat

RESPECT AND DIGNITY IS EXPECTED FROM ALL SAR MARINES.

comited

LOW

NA

very committed

Very

high

High, there always talking about how we are family

LOW....the amount of space and how unsatisfactory the barracks are is nowhere near respectable

N/A

I think this command tries to get this done, but I think there are some within the command that are selfish or unable to see their faults.

Speak to anyone in my chain of command and you will realize quickly all levels of leadership have created nothing but a dignified working environment

Treating eachother fairly

High because they want a peaceful and respectful workplace.

N/a unsure

Very committed always looking out.

REALLY COMMITED

My leadership is committed to human respect and dignity, in all aspects inside and out.

The leadership expects everyone to be respectful and dignified.

My leadership has to be some of the best leaders I've had. They create and environment where I feel nothing wrong.

Very committed we hear it from the CO down.

High. All leaders must establish a conducive environment that focuses on personal/professional development.

Very committed. Everyone here is very friendly and listens to you when you're not well. They also take action by providing resources to help the individual.

They are very committed

High, leadership encourages a healthy environment.

The CO and this command could not be more respectful towards all members of this command.

High. They demonstrate this by holding Marines of all ranks accountable and by developing Marines both professionally and personally.

Very committed. People care about their Marines and desire to foster respect and dignity.

Squadron leadership is committed. CO knows everyone's name and keeps up on their families. Officers and SNCOs are regularly informed of opportunities to recognize or further train their Marines.

very committed. We regularly talk about what is right and wrong and influence our Junior Marines to speak to us about any issues.

The current CO is without question the most concerned with this than any other CO I've worked for.

their alright

higher leadership maybe, lower leadership, no

20+ years in the Marine Corps and I can say, without hesitation, that this CO fosters the most dignified work environment I have ever seen. I'm not saying we're perfect or that every work center perfectly executes his vision but those that persist with a poor work environment do it in direct contradiction to the environment he is trying to foster.

Very committed

Good. I have never been directly insulted or demeaned. I have only been corrected as such.

Very committed

I would say very committed. The chain of command takes the responsibility of leading Marines very seriously and treats all in the unit equally.

Very

Senior leadership does seem very committed to fostering an atmosphere that promotes respect. There are supervisors in my workplace that definitely lack in this area.

3. **How comfortable are you approaching your immediate supervisor with sensitive information?**

Comfortable

Extremely

Comfortable enough

Very comfortable. Current leadership within the workplace make workflow easy and comfortable and leave the Marines in a trusted state knowing that our supervisors have our back and will look out for our best interest.

If ever there were a need for me to approach or open up to a supervisor I wouldn't hesitate to do so. My leadership is not only approachable but also tentative to what we have to say.

very comfortable.

I have the upmost trust in my Chain-of-command.

In my current workplace I feel comfortable with reporting should the need arise

I could go to my supervisor with pretty much anything.

I am very comfortable to talk to my immediate supervisor on any issues.

My immediate supervision, very comfortable.

Dealing with the military very comfortable but outside that I wont tell anyone in the military.

not very comfortable.

very comfortable

Very comfortable. I know he would help and only discuss with the necessary people.

I do not trust the operations section and above with anything.

Somewhat comfortable. I recently submitted and Interactive Customer Evaluation Complaint which led to nothing, so I submitted an IG Complaint.

Very comfortable

comfortable

Very! My immediate supervisor is fantastic!

Extremely comfortable.

Very Comfortable.

Extremely comfortable.

Very comfortable.

Very comfortable.

low

I feel somewhat comfortable approaching my immediate supervisor with sensitive information.

very

Very comfortable.

I am somewhat comfortable with approaching my immediate supervisor depending on the situation.

I'm not

They've been helpful so far.

Very comfortable

Very comfortable

very comfortable. not comfortable though if I was approaching my direct snco's

N/A

Very comfortable due to the fact that they have more knowledge then I do and some questions need to be asked that they can only answer.

VERY COMFORTABLE

Very comfortable since we are about the same age so they know what some problems I might be facing and how to react to them

very comfortable

Comfortable, supervisor will always give solutions to approach a problem.

Very comfortable, I know that I can go to them for anything.

Comfortable enough

PRETTY COMFORTABLE IF I WAS EVER IN A SENSITIVE SITUATION.

Comfortable

Very

N/A

very comfortable

Very comfortable.

I would rather handle whatever is going on with my life by myself

I have no reason to hide anything from my immediate supervisor.

Very.

I FEEL LIKE IF I HAVE A PROBLEM I CAN GO STRAIGHT TO MY LEADERSHIP AND SAY WHAT I NEED TO SAY.

VERY CONFIDENT

I'm not that comfortable, but I'm like that with everyone, even my parents.

very

A LITTLE TOO COMFORTABLE

very comfortable

Moderately comfortable.

Very.

Pkay

Decently comfortable

Very comfortable. A good solid foundation of trust has been built over time.

very

VERY.

Comfortable

Comfortable.

I am comfortable with speaking to anybody in my chain of command.

Very.

very

average because they will handle it but I know they're not a big fan of me

very comfortable.

Very

Not comfortable

I feel comfortable.

Somewhat comfortable

Personally, I don't like to share lots of personal things with others unless I am 100% comfortable in telling them. But, if it affects my ability to do work then I am comfortable letting them know because I know they acknowledge the importance of training and will do their best to help me.

I'm comfortable with approaching my supervisor with any sensitive information they need to be informed of.

Very comfortable

Comfortable enough

Very comfortable

Very comfortable.

I can talk to anyone in pmo about any issues

not very comfortable

Very comfortable, I have no issues with discussing issues.

Extremely!

my immediate supervisor, i am some what comfortable yet it is his duty to report above him where any problems or concerns get discarded with little to no meaning.

Depends on what that information is. I am comfortable approaching him with all things except personal.

I am very comfortable approaching my immediate supervisor with all information.

He is a racists

There are some Marines above me that I am comfortable bring stuff to, but other Marines that I am definitely not comfortable bringing things to.

I am very comfortable approaching my immediate supervisor, he is always willing to find a solution or help anyone get through any issues they may have.

VERY COMFORTABLE

comfortable

Not at all

I am comfortable approaching my immediate supervisor with information, but anyone above him I am not.

NA

very comfortable approaching my supervisor with sensitive info

Comfortable

high

High, they are always listening

Pretty comfortable

Comfortable enough.

N/A

Very comfortable.

Perfectly fine

Just depends on the subject

Very comfortable

100%

I would trust him with certain things not all.

GOOD

I am fairly comfortable going to my immediate supervisor with sensitive information, whether it pertains to the shop or my personal life.

Extremely comfortable.

I am completely, 100% comfortable, with approaching my immediate supervisor.

I am very comfortable in approaching my immediate supervisor about anything.

High. I trust my supervisor.

Not comfortable but that has nothing to do with my supervisor. I just naturally don't open up to anyone.

Very comfortable

I am comfortable enough to approach with sensitive information.

I have a very good relationship with my ISIC. I would feel very comfortable with this.

I am fairly comfortable with doing this.

Very comfortable.

very

Completely comfortable.

nope

not at all

I am as comfortable with approaching my immediate supervisor as one possibly can be in an appropriately professional relationship.

very comfortable

I am comfortable with approaching my immediate supervisor with any sensitive information.

Very

Very comfortable.

Very

I simply would not approach my immediate supervisor with any personal information at all. He is someone that I simply wouldn't want the advice of.

If there was something I needed help with, I would go directly to a subject matter expert. If my immediate supervisor is an expert in that field, I would have no issue going to him/her. Otherwise, I would not disclose sensitive information to my supervisor unless it was going to affect my work. This is my personal preference, not the opinion of my command or anyone else.

4. **To whom would you feel comfortable reporting an act of discrimination or sexual harassment (Commanding Officer, Dept Head, Division Officer, SEA, CMC, etc.), and why?**

Commanding Officer because he doesn't cut corners. I believe he's fair and would take appropriate action when necessary.

Squadron leadership because it is their job to adjudicate alleged misconduct.

Anyone within the chain of command. The command does makes reporting sexual harassment easy. The only thing I would critique would be to make the proper process of reporting sexual harassment more well known.

My immediate supervisor, who would also help me take the steps beyond and higher up if needed.

The Commanding Officer would be the very first person I would approach. He's not only a God fearing man, but a good father, strong leader, and a trustworthy individual. I know without a shadow of a doubt that he would encourage me and show me what I'd need to do.

I would feel comfortable reporting to anyone in my command.

Any individual within my Chain-of-command.

My direct supervisor. It'd be something that could be taken care of at our level and without the worry of it being lost in paperwork for months to come

All above

I would have no problem reporting any acts of discrimination or sexual harassment up the chain. These type of issues are not called for and I will not allow these actions in the work place.

Department head; I would not feel comfortable reporting anything to my Squadron leadership.

CO because he looks safe to talk too.

I don't know who I would feel comfortable telling it were to happen to me.

my supervisor because I can count on them

Anyone in my chain.

H&HS command or the EO.

Well most definitely nobody in my command.

All of them

anyone

Dept Head, EOA, supervisor, any of them. Why - because I trust that they care and would do something about it.

To anyone from my OIC to the CO. All are committed to maintaining an environment free of discrimination and sexual harassment and holding those who violate it accountable.

My OIC/SNCOIC, they would best lead me in the direction to help me out.

All the above.

My immediate supervisor.

Any uniformed personnel in my chain of command.

dept head

I would feel comfortable reporting to someone that can take restricted reports.

section head

All the above.

I would report an act of discrimination or sexual harassment to my squad leader first and rely on the chain of command to pass on the information

Family advocacy program

Chain of command, to guide in what steps I should take next.

Watch commander and work supervisor

Commanding Officer because he reaches out to the enlisted personnel and cares about the individuals as well as the whole.

any of the above

N/A

My immediate supervisor because he would handle the situation with respect and would understand the situation that I would be in.

ALL THE ABOVE. THE CMC HAS DISPLAYED TO BE FAIR AND TRUSTWORTHY

The desk sergeant at PMO and immediate supervisor

Dept Head.

SNCOIC is very discrete and will handle it with the upmost respect.

I would be comfortable reporting it to my commanding officer.

Commanding officer. Hes the only the i know.

MY SENIOR LEADERSHIP BECAUSE IF THEY DON'T DO SOMETHING THEIR JOB WOULD BE ON THE LINE.

Immediate supervisor, they keep track of their marines and look out for their welfare

Senior leadership

N/A

all

Chain of Command, I feel they would take charge and show me where to go.

I wouldn't, I would rather not waste anybody else's time

I'm taking that to my SNCO, OIC, Sgt Maj, CO, Base CO, MCI West CG.

ANY CHAIN OF COMMAND WOULD BE OKAY FOR ME JUST AS LONG AS I FILE THAT REPORT.

ANYONE E-6 ABOVE OR OFFICERS BECAUSE I FEEL TRUST

None of the above.

all of the above

ANY CHAIN OF COMMAND

my immediate supervisor

I wouldn't know until I've experienced it.

I would feel comfortable reporting to all in my chain of command.

Hello

UVA

Anybody with proper authority.

no one because that's an uncomfortable situation no matter who you talk to

DEPT HEAD. SOLID RELATIONSHIP.

N/A

I am comfortable with speaking to anybody in my chain of command.

Chaplin.

Any because my chain of command does not mess around with that type of stuff.

anyone that can help

I would feel comfortable reporting an incident to anyone.

Mentor/ section leader

Any of the above

Crew chief.

None

I have no problem informing all of the above, because acts of sexual harassment or discrimination should not be tolerated in or out of the workplace.

Chaplain

Commanding officer

All of the above.

SGTMAJ or LTCOL are very approachable and will give you the time to talk even if they are busy. I feel every marine in HHS is comfortable with approaching them.

dept head, as in my sgt because I can trust them.

I would feel comfortable reporting to either of them because I know the importance of reporting such actions and the degradation that it may cause to the victim and command.

All of the above. The leadership in this workplace constantly shows their care and respect for all Marines. I feel like they would bend-over backwards to make sure each and every Marine, or their family, is well taken care of and led appropriately.

no one inside this chain of command. I would have to report outside of command due to the senior leadership not respecting the lower level marines and being insanely selfish leaders. lack of respect and care for marines all throughout unit.

My immediate supervisor and/or higher.

For an act of discrimination or sexual harassment, I would feel comfortable reporting the incident to anyone in my chain of command.

No in the chain of command, would have to go out of the chain

I would feel comfortable bringing it up to my mentor, or my section leader.

I would feel the most comfortable with my immediate supervisor, the reason being that he genuinely cares for the Marines under his charge and wants what is best for them.

Squadron Sgt maj

I WOULD FEEL COMFORTABLE REPORTING TO ALL WITH A NEED TO KNOW BASICE.

my nco's

A friend

NA

chaplin, immediate supervisors, I feel like they could help.

immediate Supervisor, very trustworthy

Anyone who is responsible to handling the situation

I would go straight through the chain of command

N/A

Immediate chain of command. Supervisors or their supervisors.

Everyone above me in the chain of command or with a need to know

None, they are not the right people

I would report to anyone with confidentiality privileges because I would want the report to be confidential.

EO

Master Sgt and Gunny [REDACTED]

NEST IN CHARGE

I would feel more comfortable reporting to someone in my immediate shop if an act of discrimination or sexual harassment were to occur.

Department head and Officer in charge. I work in a very small shop.

I have no reservation about reporting to the Sgt Maj, XO or CO. I trust their leadership.

I would feel comfortable approaching EOR, EOA, SNCOIC, OIC, SGTMAJ, and CO.

All.

My staff NCO and OIC. I know they'll take proper action for this and still remain a good level of respect without spreading rumors or treat anybody unfairly.

Immediate Supervisor

Any member of this command.

I feel comfortable reporting this to anyone in my chain of command because I know it would be handled appropriately.

All. They all are serious about taking care of Marines.

VLC, UVA, health care provider

anyone

CO, SgtMaj, DivO. I believe they all have my best interests in mind.

cop

don't really know

Commanding Officer, it would be inappropriate for someone in my position to report it to someone else.

Commanding Officer, because he would take it serious and take action as required.

My immediate supervisor because I know things would be handled very quickly and appropriately if I did so.

Anybody in my chain of command

C.O., SgtMaj

Everyone

I would feel most comfortable reporting to the Commanding Officer. My unit's CO is the most approachable out of all of the options.

The equal opportunity representative or the UVA because it is their job and it provides the victim or myself reporting options.

5. **How would you describe the level of professionalism in your work center/department? Please explain.**

Professionalism in my section is high because I won't tolerate anything less. Unprofessional work environments tend to breed other negative behaviors not conducive to good order and discipline.

Very professional

Very professional. Each Marine and/or civilian is properly trained and/or willing to learn to correct their deficiencies.

A high level of professionalism and healthy workspace.

Professionalism is at the crux of everything we do in my workplace. Arrogance, sloppiness, and disrespect will be met with swift correction.

highly professional.

Our unit operates with the upmost professionalism at every level. Customs and courtesies, and discipline is the hall-marks of what our unit prides it-self on having. The everyday job and mission within our unit is to conduct ourselves as professionals through daily interaction and conduct. Professionalism is the focal point to the effectiveness of our job and the impact we make on others.

We have a pretty professional workplace, but constantly deal with individuals from outside the work place who don't show the same level

very high

The professionalism at the work place is above standard. Individuals have the intestinal fortitude to speak up when issues arise.

Within my work center the level of professionalism is high.

This is mixed, where there are some personnel that operate at a high level of professionalism where there are others that are borderline unprofessional from the way they dress to their actions. There are also other personnel that can be professional at times but may react to a situation in a department meeting with outside agencies present unprofessionally.

average.

very professional. everyone goes by ranks, even the higher enlisted well start with the rank then the name.

very professional

Very professional. It is clear everyone cares deeply for there jobs.

I do not see the operation section and above as very professional at all. They are incapable of taking constructive criticism or suggestion. Furthermore, they do not seem to care when concerns are raised from the watch. They have also demonstrated poor "knee-jerk" responses to problems and don't seem to think decisions through. They also seem to want to stick with their decision regardless of how bad it is and disregard other ways of handling things because it wasn't their idea.

Probably a bit above a joke, but don't try to punishment me for that answer.

It is a professional environment

no comment

Dept - very professional

Work area - a little less so. Often joking about alcohol, soliciting sex, or other derogatory type talk about how to treat women.

High level of professionalism. Marines treat each other with dignity and respect, understand the unit mission and contribute positively to the institution through their proficiency and good conduct on and off duty.

Somewhat professional.

Very professional.

High level of professionalism.

The work center operates at a consistent level of well polished professionalism.

low

In my work center, I would say that my shop is very professional in the office.

very high

professional across all personnel.

The level of professionalism in my department is of the highest expectation because ask policeman it is required to have the utmost professionalism.

None at all

High, everyone is treated professionally.

Professionalism is too priority

I feel it is high because we communicate with other branches and foreign militaries often and represent the Marine Corps well.

high professionalism

N/

level of professionalism is the highest it can be due to the line of work we have and the type of incidents we report to that occur on this installation.

PROFESSIONALISM IS GREAT WITHIN MY SHOP. JOKES IN REGARDS TO SEX, RACE,RELIGION WERE AND NEVER HAVE BEEN TOLERATED. THE NCO HAS SET THE TONE SO THAT BEHAVIOR DOES NOT HAPPEN

Very high since our job field require us to always be professionals during any time of the day

high level of professionalism. Everyone is respectful towards each other and work together to get the mission accomplished.

Very professional, tasks get handled right away and with a sense of purpose.

We stay very professional at work.

Proffessional at times

VERY PROFESSIONAL.

Very professional, we maintain professionalism in all aspects of our job.

Always professional

N/A

high

Very professional because everyone gets their work done and does not complain.

professionalism is at a very low because leadership picks and chooses what rules they want to follow and they will explain it to you by using their rank and for you to act like a robot

It is very professional. Kill TTCs rah.

IT IS GREAT AND ALWAYS BEEN GREAT.

CERTAIN NCOS NEED TO BE WORKED ON BUT OVERALL ITS PROFESSIONAL

its would probably be a 9/10 which id good because sometimes a few jokes here and there lightens up the mood in the room.

very professional

HIGH QUALITY

highest level of professionalism

Respectful and knowing the boundaries.

Professionalism is high in my department.

I thanks

Very professional

10/10 very professional

VERY PROFFESIONAL

Very professional

50/50. Everyone knows there is a time and place for everything with being serious and joking around.

Very professional.

High, myself and my Marines are the most squared away in the whole Corps.

Very high where it needs to be.

high

very professional. we strive to be the best in all aspects.

very high.

Everyone looks out for themselves.

Very professional.

Very respectful but you definitely need tough skin

I believe the level of professionalism in my workplace is high because what we do directly affects others and possible their lives. If we are not being professional we could put people at risk for serious injury.

I feel professionalism is held in high regard compared to other work enters.

Elite professionalism. All marines in my shop treat others with respect, courtesy, and dignity.

Seems higher ups don't listen to Marines regarding quality of life

Very high

The level of professionalism in my work place is very high. The chain of command will except nothing less.

Good professional environment

pretty professional

Professionals who strive to be the best they can for themselves and also others.

The individuals in the unit are mostly respectful and professional, but some of the higher ranking individuals are not deserving of it. It is common to see individuals hiding behind their rank, or expecting respect and deference solely because of their rank, and not their performance and effectiveness.

false show of professionalism. majority of marines and leaders give off impression of professionalism in order to maintain a "good face" and cover up their actions and intentions when the curtain is closed.

As far as I can tell there is a decent level of professionalism. Always room for improvement but overall, decent.

Professionalism is well maintained in my shop, but mutual respect amongst peers, senior NCOs, and SNCOs falters. No one likes to be on the same page at times and rather, is just trying to outperform the other no matter what the cost.

The individuals try, but are blocked by the leadership

I would rate it a 6/10, it's hard to be professional all the time because of our living/working situation.

My workplace keeps work at work and home at home. We are able to work together and get the job done all while having a mutual respect for one another.

Professional

VERY PROFESSIONAL, ALL MARINES ARE HELD TO A STANDERED SET AND PROVE THEIR PROFESSIONALISM DAILY.

very professional

Moderate professionalism

In my workgroup the level of professionalism is outstanding.

NA

very professional

high

Average, it's not great but it's just right

High

N/A

On a scale of 1-10 (1 being a circus and 10 being a church) 6.

Fantastic, even with all the changes, we are continuing to act like professionals and doing our best in a rough situation.

It's great

High because my leadership believes professionalism is key to success in the workplace.

N/a unsure

We take no shortcuts and care to get these birds up.

The workplace itself is very professional but then there is a time to not be so serious, when things are more lighthearted.

Very professional.

I feel that I am in an environment of exceptional professionalism.

This department maintains a professional environment at all times.

High. We do not accept anything less than the upmost professionalism.

Very professional. They always get the job done but more importantly we're ahead when it comes to all the paperwork that needs to be done.

High, most times its all business.

There is a great sense of professionalism mixed with a relaxed atmosphere that allows people to feel that they are able to have input and think critically while working towards accomplishing that mission without judgement.

High level of professionalism. Marines are held accountable and standards are frequently communicated.

Very professional.

Generally high

very professional

Somewhat professional but humor injected. The size of the shop creates almost a family atmosphere where nearly everyone is looking out for one another.

super professional

not much to say

Unparalleled, but it is different than other Marine Corps units certainly, our CO encourages leadership to engage with Marines on a much more personal level than most other Marines leaders do. It is certainly not for everyone but if embraced I think his leadership style could much better serve young Marines than some of the more rigid professional styles I have encountered over the years.

Very professional group. All senior and junior Marines are highly professional.

High for the lower enlisted because our job demands that we all are. The day workers are slightly lower than that on professional because they do not necessarily have to be.

Phenomenal

I work with a group of highly professional Marines! It make coming to work something that I look forward to.

High

The level of professionalism is high. For the most part, people are treated fairly well and the thoughts and opinions of most members of our work center are taken into account when making decisions.

Appendix C: Written Comments from Your Organization

NOTE: The answers appear exactly as they were written on the survey:

Organizational Effectiveness Section Comments

From what I have seen the organizational effectiveness of the unit is very good. We have a unique unit that has the ability to support any mission that is thrown their way. We have the talent and the experience to think outside the box when needed. We have a Command Team that enables its Leaders to lead and be heard when there is adversity. As a Marine with in H&HS I know that no matter where I turn there will always be a hand, a mentor, or a peer to provide the support that I need.

At this time I don't have a negative critique WRT organizational effectiveness. I feel my leadership is engaged and show genuine concern about our Marines as they should. An adequate amount of training is provided if issues arise, they are immediately addressed. Things I'd like to see more training/guided discussions on.

1. Racism 2. Mental Health 3. State of society and how it's currently affecting our junior Marines.

Recently a MARADMIN 662/19 came out addressing political campaigns and activity. It distinctly prohibited military personnel from hanging banners at their house on base to express their support for their desired party. I still see banners hanging base housing often. Who is responsible for enforcing this and when will it be enforced especially if the resident was informed to take it down?

This unit is very effective but when low on tools and resources, it slows things down a tiny bit.

I have an amplified amount of confidence within my individual section. At the Squadron level I have no confidence within my leadership.

The only problem I see with this unit is the quality of the barracks that the single marines are forced to stay in. I would say the barracks are well below par compared to other USMC barracks

N/A

its all well

For clarification only, The "senior leaders" and "Immediate Supervisor" are not my Platoon leadership, rather I am referring to the operations section and higher. This does not necessarily include H&HS leadership (SgtMaj, XO, CO). Just the leadership within PMO.

The Senior Leadership within PMO are not the greatest. You can bring them a rational idea with logic behind it and they will turn it down. For example having security locks on the first aid kits for medical emergencies. Why is a first aid kit used for emergencies locked? Because our Leaders feel it is necessary for accountability. Essentially our first aid kits our a check in the box for CGRI's and not for saving lives. This is just one of many examples of "Effectiveness".

I think there is still widely a lack of communication between the sections. We operate independently and rarely work together as a team which I believe decreases our overall effectiveness. We also spend a lot of time getting together for unit/group activities that frequently take us away from our actual work and often do not achieve the desired cohesion from them.

██████████ is the most engaged CO that I have ever worked for. He has his finger on the pulse of the squadron all the way down to the lowest level.

Purposely answered Question 16 wrong. These questions are the reason Marines don't take these surveys seriously. Wasted a perfectly good opportunity to ask a legitimate question.

The unit as a whole is outstanding.

N/A

good. HHS HQ continues to make advances in this area that pull the different sections together.

I believe my leadership is doing everything by the book are passing out on valuable knowledge to their subordinates.

We need more focus on having computers that actually work properly. There should be periodic surveys of computer usage and effectiveness.

N/A

I feel as that steps are starting to be taken in the correct pathway due to all the recent changes that are occurring on base.

H&HS is a UNIQUE command. We are all spread out across MCAS Yuma, but are able to come together whether it be for the Female Marines annual meeting to monthly pts.

This command has represented TRUE professionalism, respect, integrity, and GENUINE CONCERN for all Marines. My short time with H&HS has felt more like family than while I was attached to MAG13 commands. There is no nonsense or toxicity in my workplace. While I have already made my decision to leave the Marine Corps, working with H&HS definitely gave me a different but POSITIVE perspective. It will be bitter sweet when I leave this command and EAS.

With most of our ncos leaving our work place they have taken it into consideration of training the junior marines to be leaders and take on the roles they are leaving behind instead of not caring of what will happen to the junior marines once they leave.

Very effective, work environment is professional and am able to rely on leadership and fellow marines.

THE REASON I HATE MY JOB IS BECAUSE IM IN A NON DEPLOYABLE UNIT SO I DO NOT FEEL LIKE A MARINE WHATSOEVER. I FEEL LIKE IM A CIVILIAN WORKING A CIVILIAN JOB.

N/A

WE NEED BETTER BARRACKS, BETTER LEADERSHIP AND A BETTER CHOW HALL

Give the males the same lenience as the females

CERTAIN NCOS ARE HYPOCRITICAL ABOUT IMPORTANT THINGS, IE: ANNOUNCING PT NOT SHOWING UP, NOT WORKING-HAVING THE JUNIORS DO ALL THE WORK, AND REALLY JUST A TERRIBLE LOOK BY NOT LEADING BY EXAMPLE.

I believe command should put emphasis in addressing living conditions for marines. marines should not feel they live in a prison. people need a place they can feel at home and leave behind the work day, the room in the barracks is the closest thing to home many marines have. So having marines getting punished for having a speck of dust or because their teddy bear was not pointing north is detrimental to marines mental health. Having marines worry in exes about their rooms at all times takes focus away from the mission in hand. I strongly believe that marines that don't live in the barracks should be inspecting rooms if they cant show example of their house.

Thanks

Na

I haven't been able to shower in my own barracks room for more than a month. I can get over all the negativities that my work place provides me on the daily, but if I don't have the satisfaction of going back to my living area to wind down and relax then nothing else really matters. It's disgraceful that we are not even 3 months into the physical year and we are as I&L put it "low on funds and parts" I have to rely on going to my work place or relying on other Marines to shower. Instead of focusing on how we can make work better maybe just maybe we can try to make our collective living standards better. Not only do I think if we do this we will increase our units motivation but I do believe it will increase our units productivity and decrease the amount of "incidents" our unit has. I also do believe along with others that these surveys are a complete waste of time. We can type out our problems as much as we want but the only thing that honestly matters is results and we don't get that.

I have an issue with the fact that even though we can directly input our Pro/Con recommendations into MOL, we are still required to fill an excel document out to get "approved for our remarks" before we get permission, as direct leadership of the Marines we are recommending, to put it into MOL. It is redundant and a waste of time. Direct leadership should be able to use the systems that the Marine Corps pays millions to maintain instead of having to take extra time consuming steps before putting data into a system that already exists.

I haven't been able to shower in my own barracks room for more than a month. I don't have the satisfaction of going back to my living area to wind down and relax then nothing else really matters. It's disgraceful that we are not even 3 months into the fiscal year and we are as I&L put it "low on funds and parts" I have to rely on going to my work place or relying on other Marines to shower. Instead of focusing on how we can make work better maybe, just maybe we can try to make our collective living standards better. Not only do I think if we do this we will increase our units motivation but I do believe it will increase our units productivity and decrease the amount of "incidents" our unit has. I also do believe along with others that these surveys are a complete waste of time. We can type out our problems as much as we want but the only thing that honestly matters is results and we don't get that.

we complete the mission but certain people get more opportunities than others

As a crucial part of base operations, we are severely undermanned and are forced to sometimes for-go extra curricular opportunities such as MCMAP and other training to professionally progress. this lowers morale and takes away rewarding opportunities that Marines should be able to work towards.

We do accomplish a lot with what we have. One of the things i wish would happen more is more Town Hall "Junior Marines" and "NCO" meetings with the higher ups. perhaps quarterly in order to workout issues that arise and comment on past corrections and work on further things if necessary

I do not believe PMO as a whole is working effectively.

Fix the Barracks, it's the reason most are moving out and gaining additional bills to pay. Standard of living is trash and no one seems to care. It's been months without hot water or A/C.

Seems as though our unit does not take into account the needs of its Marines. We are currently living in some of the worst conditions throughout the DOD in a NON-DEPLOYED ENVIRONMENT, and yet it seems like higher ups don't listen, care, or respond to living conditions and needs of the Marines. Marines shouldn't be going days or weeks without hot water and AC in a desert environment in the middle of summer/winter. These issues have been brought up hundreds of times and have been constantly disregarded by higher ups. After submitting ICE complaints about these particular issues, I had finally gotten a response by a MSgt. His response about the 6 rooms I've submitted with moldy AC vents is that it's "being worked on and has 15 more days to fix them". 3 never got fixed after months of submitting them. Regarding the hot water, I was told it's not I&Ls problem and to contact someone else about it. I've been continuously submitting issues. No one cares in the command it feels.

Our Master Sergeant is very unfair when it comes to lower enlisted and does not look out for our interests.

The effectiveness of the organization would be a lot more effective if the single Marines in the barracks had better living conditions. We aren't asking for a new building just fix the simple basic life essentials IE. Hot water, running water, Air conditioning. You want to do something to make the Marines happier, do better at work, lower depression, and increase comradery. Fix the small stuff on the home front as simple as just fixing the AC and hot water so Marines can be comfortable in the place they live.

The Command and Organization do their best to take care of Marines

I have never worked for a Commanding Officer that has put so much effort in creating a family like environment throughout the workplace. Our large and diverse workplace almost feels as though it is a small town of brothers and sisters.

The unit would be much more effective if everyone had the same enthusiasm for working. Currently, the individuals in the unit are eager to pass work off to somebody else, or they perform the work unsatisfactorily. Some of the individuals in the unit display an obvious lack of initiative and no desire to learn and improve themselves. Despite this, those individuals are preoccupied with pointing out the flaws in their coworkers, while doing nothing to improve their own performance. I strongly feel like each person in the unit is expected to just fend for themselves. One of my immediate supervisors behaves no differently. He is not knowledgeable at all about his profession, but refuses to take any steps to remedy this. Additionally, he makes promises to his subordinates that are never kept, or are performed sloppily. This is not at all a good example for his subordinates.

Senior leadership is entirely poor and not effective. Awful communication from top to bottom. All orders and directives given down from the top of the chain are made on biased opinions and through the weight of power held by commander. Organization inside a large unit with multiple small units within is poor to say the least. Having experience in multiple units and now being apart of this one whether in h&hs or in PMO is the worst I've ever experienced. Senior leaders do not understand the difference in acting as a law enforcement agency and as a command resulting in actions taken and issues handled either illegally or extremely excessive.

The organization is effective but not very efficient in any aspect.

Senior leaders could improve themselves and their respective shops by utilizing their NCOs more. Rather than just STATING the immense responsibilities that the NCO is supposed to have, they could actually allow them to act and work to their full potential. The NCOs of this unit could improve and mature much faster if trusted to carry out more on their own without the involvement and/or micromanagement of SNCOs.

I am subjected to racial abuse daily by [REDACTED]. Have tried to go up chain of command with complaints. am blown off by supervisors Will not answer e-mails nor talk with me. I informed [REDACTED] of a mil member I believed was suicidal, he told me to mind my own affairs, don't try to fuck over other people. Later this same person pulled his weapon on duty, aimed at pictures of command., and pretended to shoot them. I have gone to him with other illegal activities and have been blocked, and threatened by him. He has shredded police paperwork I have done thereby violating the rights of the accused. Falseified GOV documents. I can not get any one to listen. An EEO has been filed. I am scared to come to work. I told [REDACTED] this and requested to change shifts, have been ignored

n/a

Our unit is organized

No comment

This organization is effective to a point. My workgroup/platoon is effective while others are not. Other workgroups within the organization at times seem incompetent and the organization is blamed as a whole, when the incompetence or shortfalls of those workgroups should be addressed with them individually.

na

Sir,

I love the initiative and willingness you have to engage your Marines. It was refreshing when I first checked in; in stark contrast to my previous command that I would call toxic which makes me appreciate it all the more. All of that being said, I feel the squadron tries to do too much. Maybe this will give me away, but for those of us not directly tied to H&HS it is very difficult to attend all of the PME, PT, social events, and other directed things that take us away from our work. I often feel like I work for two masters and don't get the "benefits" from one because it contradicts work ethic from another. For instance, after a Friday morning PT you may release the Marines to their sections and then most of those Marines enjoy a longer weekend. For those of us not in not in bldg. 722, this means we spent the morning PTing, will be late for work without chow, and stay late to catch up on work that was neglected from other squadron events throughout the week.

My organization is very tight knit and very helpful with any problems I may be facing, I know I can always go to them and my immediate supervisor about anything. I feel a strong sense of belonging and very happy with my job and work place.

I love my job just not how the marine corps handles it

N/A

There are sections within PMO that do not have effective communication. Furthermore, when this is pointed out key leaders take offense to this being pointed out and then will become defensive. Constructive criticism is something that should be able to be given, but there are some within the command that are unable to realize this and instead they believe everything they are doing is correct. I understand that this is more than likely due to inexperience, but there are also senior leaders that can provide guidance to more junior leaders. However, overall performance within the command is getting better among the enlisted and there have been many improvements. I think we could do better as a group leadership wise and this will only be accomplished by learning to accept constructive criticism. In the end, I think our command is getting much better, but I think we can do better.

We are completely ineffective as a section. We cannot currently complete our mission.

My command is terrible at relaying information, but I do feel like I am cared about.

N/A

N/A

Recommendation: Our command must make it a priority to focus on the development of our junior Marines. This means making available training necessary for them to be competitive for reenlistment. My biggest gripe is the fact that our Squadron does not have an effective MCMAP program. Most our Marines try to find a MCMAP instructor outside the unit in order to complete their training.

NA

Each section within H&HS seems to be very effective at their own collective mission. But outside of providing Marines for working parties, the collective H&HS is weak. ARFF wants to be ARFF, SAR wants to be SAR, ATC wants to be ATC, and then "oh yeah, we have this 'squadron' event to go to."

I generally feel very good about the command climate and the way our senior leaders develop Marines. The command sincerely attempts to be fair to all Marines and give everyone an equal opportunity to succeed. There are times when I feel overly stressed due to command sponsored activities that I feel are unnecessary; however, these times are few. The goodness greatly outweighs any negative trends that might exist.

Organization is disparate and so challenging, but overall organization is effective.

The various sections tend to be good at supporting their own missions despite continued reduction in numbers of both civilians and Marines. There is going to be a breaking point, however, where people are no longer able or willing to provide as much support as is possible to remain effective. An example would be ARFF being so limited in overall manpower, that the Marines assigned don't actually have enough days in the year to take all the leave that is accrued during that period due to limited manpower and airfield manning requirements. I am not ARFF, but have heard about this on several occasions.

work centers are good until you stay to long for no reason

Marine's in my section hate the job, hate coming to work, and hate the Corps within 2 months of being assigned here.

This command and especially its commander care more about the people in this unit than I have ever seen. Not every member is able to take advantage of all things available to them and may not even be aware of all the resources. However, I am personally well aware that the CO is actively trying to reach more of the junior Marines and make sure they are given every opportunity to take advantage of all the resources available to them.

none

I appreciate everything this command does for the mission and the Marines. Keep up the great work.

No comment

Very good unit. It is dispersed around the base, but we do a good job uniting all of the Marines. This command sincerely cares about each individual Marine.

Equal Opportunity/Equal Employment Opportunity (EO/EEO)/Fair Treatment Section Comments

I believe that all Marines within the unit are treated fair and just. Any compile that has been brought forward has been properly handled in a timely manner. I believe that the Command provides the support to not only investigate allegations but also provide the support that the Marines made need. The Command ensures proper training is held through out the year to ensure the Marines are refreshed and up to date on current EO issues that could potentially effect our unit.

EO program is very helpful and provides lots of information and guidance.

N/A

N/A

For clarification only, The "senior leaders" and "Immediate Supervisor" are not my Platoon leadership, rather I am referring to the operations section and higher. This does not necessarily include H&HS leadership (SgtMaj, XO, CO). Just the leadership within PMO.

Once again PMO has their fair share of Scandals that they get away with. The Deputy Provost Marshal (DPM) is responsible for some evaluations such as the Communication's Supervisor. The Communication's Supervisor is responsible for several dispatchers evaluations, which were not finished, but yet she still had a solid review. The reason is because she engages with the DPM sexually, which is why the entire PMO had to take POSH Training, which is unfair to everyone else.

I think it is dumb that at squadron functions, we are told to pray. not everyone worships the Christian god. last time I checked the Marine Corps wasn't a Christian organization. if somebody wants to pray before their meal or whatever event they may be doing I will be happy for them to, that is their right. but as soon as it becomes a public thing where people can visibly see that you disagree with what is going on that could lead to problems (lets say that your OIC is very religious and sees that you aren't praying, he could potentially influence my career negatively.)

There are occasional misogynistic type jokes. Although I've addressed it, it's frustrating to continue hearing it. It would be great to not be pigeon holed as the "uptight female" for disliking such jokes, but that would require other leaders to engage.

N/A

No issues, nor have I hear of any issues.

I believe my chain of command is doing everything by the book and treating all subordinates fairly.

N/A

No comments.

Workplace is professional and clean environment. No toxicity has ever been experienced.

N/A

Females get treated better

No thanks

T

Na

N/A

It is outrageous that MCCA states that proof for the "Spouse Preference Program" needs to be military orders with the spouses name in it. What if they got married after the Marine was already stationed to MCAS Yuma. There are a lot of spouses waiting to get hired by MCCA that volunteer at the NMCRS Thrift store and other places. I suspect that personnel who are local residents that work for MCCA use their positions to hire family and friends over military spouses. The dependent ID should suffice as proof that someone is a military spouse. The station CO should inquire into the hiring practices of MCCA and other stores on base. The spouses of active duty personnel should get priority over anyone. Spouses should also be hired before the children of military members as well. I feel MCCA operates as they wish, with little to no oversight on hiring practices.

None

n/a

none

The Biggest Issues i have had is with certain Higher ranking individuals (not my current shift) that would ask me to schedule a course, then after WE AGREED on a set day they then would conveniently "forget" the conversation or would ignore the reasons for set course date in the first place. the meeting we had took a few hours before a day was set. after that it took several weeks of arguing about the issue before the course finally took place. They even threatened to have another instructor who would do the class earlier but the said Marines who needed the class wouldnt have the Certification until said date anyways. this is important to me as it has at a minimum a minor affect on my Pros/Cons. finally the course was run but was never completed due to operational functions that were out of my control and lack of support from said higher ranking individuals.

No response

none

I feel some Marines situations should be more looked into when it comes to Equal Opportunity

I have seen no workplace discrimination based on gender, sexual orientation, or anything else. The command responds quickly and adequately to reports of misconduct.

While in this command I was involved in a health and comfort inspection to which multiple individuals in the barracks had gotten caught with contraband. whilst multiple marines possessed contraband only 3 of more than 10 were arrested and restrained by military police, escorted in front of all other members of the unit and belittled/made an example in front of peers and subordinates. All 3 of these individuals worked within the provost marshal's office where as marines from other sections were not treated or punished in this same manner. All 3 of the PMO marines received worse punishment for similar offenses of possession of contraband inside the barracks compared to the marines of the other subsections.

Decline to comment.

I have been asked by [REDACTED] if I am part nigger, that I look like it. I have been told there is no limited duty here. Go on sick leave until you run out, then LWOP, Annual leave not to be used in place of sick. If you are too old to work will get you a job at the bowling alley, or fire you. When I go to immediate supervisor. Lt. Alfaro with any concerns of illegal activity, I am threatened and suffer reprisal at his hands. I have been called white trash, Redneck and numerous comments of my age. never in a good form. I feel threatened to come to work. No one in the chain of command will listen or cares. The civ Maj. stated "I only help who I want to help, and [REDACTED] is not one of them. I take this as he only helps Hispanics. I fear for my safety!!!!!!

n/a

We are treated fairly

No comment

I don't know if individuals were discriminated against but this organization has had several civilian promotions take place over the last year or two where more deserving/experienced employees were passed over for those who were less experienced and their incompetence shows when it comes to decision making and problem solving. Moral has been affected because employees believe those individuals did not deserve to be promoted over the more experienced ones.

NA

N/A

EO/EEO/Fair treatment is something this command takes much care to eradicate any type of misconduct. I greatly appreciate this and I feel like as a group we have a very good workplace.

N/A

N/A

None. We have great training from EOA/EOR.

NA

Each allegation that is brought to the commander's attention is handled properly and efficiently.

N/A

I believe equal opportunity is utilized well in this command.

None

all marines

N/A

This command takes responding appropriately to any incidence of this nature very seriously.

No comment

This command treats every Marine with dignity and respect.

Sexual Assault Prevention and Response Section Comments

In my workgroup, if an individual is reported to have an alleged sexual assault charge I would find it extremely difficult to focus, keep my mouth closed, and act normal. I take sexual assault very seriously and I can neither confirm nor deny whether or not I might put hands on an individual in this case. Each situation dictates a different outcome. The same can be said for an individual submitting an allegation. Especially if the person(s) is providing false information to rid themselves of the accused, or to benefit from it, or gain attention to ones self.

N/a

We had a Marine on the shift that got in some deep water with allegations, not sure if it was confirmed or denied nor do I care. What I care about is that they allowed the alleged suspect, and victim to continue to work on the same side of the house. This gave a great opportunity for the victim and subject to violate their MPO in place. Eventually after several weeks of him not loading up they pulled him off the shift which should have initially been done.

From what I have witnessed from my limited point of view, it seems that the command tends to assume guilt of the suspect well before the validity of the accusation is weighed. While I believe in fully supporting the victim, I also believe in avoiding punishing or assuming guilt of the service member that is currently the suspect. I think there is a way to support both and wait until more information is provided. The knee jerk reactions harm the suspect's reputation even if they end up being exonerated.

Question 51 is another waste of an opportunity to ask a legitimate question instead of a "trick" question.

N/A

No comment

I believe the person who does filing a sexual harassment or assault claim is not at fault but the person who decides to act on the sexual harassment and assault is at fault.

N/A

No comments.

N/A

2000402RVG6Hc

Na

N/A

None

n/a

none

N/A

No response

N/A

Nothing to add.

I have witness a patrol man who sexually harass the public. He and another Officer will stake out housing trying to catch females having affairs. Witnessed same two officers follow a vehicle off base, stating they are going to catcher her giving head, because they know she is married. I told them that is a civil matter , you have to probable cause, nor authority off the Installation. They went off the Installation, then got involved as witness to an assault off base. Lied, falsified Gov document stating theywwere off the Installation getting something to eat. Told Lt. Alfaro this, was threatened to keep my mouth shut.

n/a

NA

N/A

SAPR has been something we have dealt with in the past, but luckily we have had no newer events happen and the chain of command handled the situations with professionalism.

N/A

N/A

The UVA poster at the gym needs to be replace with current UVAs. We need to ensure all of our Marines during welcome aboard or annual training who are the UVA representatives within our unit.

NA

Sexual assault rarely results in a case going forward to trial. Not that it happens, but anyone can be accused of sexual assault, serve months of promotion restriction, legal hold, etc and then walk away as if the whole thing never happened, except it did happen and that person has already paid a price. There is no easy fix and it really is how the justice system works to an extent, but I think cases just take too long. Swift justice can be bad if we don't have all of the evidence, I'm not suggesting foregoing completeness for swiftness but holding someone in "jail" for an extended period of time can be just as unfair as a trial with incomplete evidence.

N/A

There have been alleged and actual sexual assaults. All I know of have been dealt with.

None

Speak up

I am on the decision making team for these events and do not see how it would be possible to handle these types of cases with any more care or sensitivity to the victims than what our CO currently fosters.

No comment

General Written Comments

N/A

I believe that the command specifically within PMO has little to no regard for the Marines they are supposed to serve. They have shown absolute disregard for their wellbeing and will almost always push for maximum punishments for even the slightest mis-steps. One specific occasion occurred when they violated MCBUL 5810 and DODI 5505.14 despite being advised against their actions. And when confronted with the regulations disregarded them. This is only one example of many. They have also disregarded every advisement with no reason for ways to improve operations and make the Marines' lives better.

Once again presented rational solutions, and they disagreed until they thought of it.

N/A

██████████ you are a caring leader. You will be missed upon your change of command this year.

N/A

No additional comments.

N/A

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Na

Nothing more than what I have already said.

None

n/a

none

N/A

Unit morale is down. There is no guidance or mentorship provided in my work section.

N/A

A decent amount of things could change to make things more efficient. Service requests for logistical support needs to be given a higher priority. Work requests are not put in for malfunctioning or broken items even with inspection sheets being filled out and turned in every day and it greatly effects morale. Gives the perception no one cares about the individuals doing the day to day or shift to shift workings.

n/a

NA

N/A

N/A

N/A

NA

N/A

None

it happens

No comment

